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## 2020 Missouri WARN Notices

### 2020 Missouri WARN Log

Worker Adjustment and Retraining Notification Act (WARN Act) notices received from employers by the Missouri Office of Workforce Development's Dislocated Worker Program, January through December 2020.

**Media inquiries** concerning this information should be directed to the Missouri Department of Higher Education and Workforce Development Communications Team.

DATE RECEIVED	COMPANY NAME	LOCATION	COUNTY	REGION	TYPE	LAYOFF DATE	# AFFECTED
01/15/2020 (updated 01/27/2020)	Concentrix CVG Corporation (formerly Convergys) 	Arnold	Jefferson County	Jefferson/Franklin Consortium	Closing	04/04/2020	168
02/28/2020	FedEx Ground Package System, Inc. (Earth City) 	Earth City	St. Louis County	St. Louis County	Closing	05/02/2020	125
03/06/2020	Hy-Vee Fulfillment Center (Kansas City) 	Kansas City	Jackson County	Kansas City & Vicinity	Closing	05/06/2020	583
03/16/2020	J W Aluminum Inc. (St. Louis) 	St. Louis City	St. Louis City	SLATE	Closing	05/15/2020	185
03/17/2020	Major Custom Assemblies Inc. 	Hazelwood	St. Louis County	St. Louis County	Closing	03/13/2020	95
03/18/2020	Schmidt Restaurant Group LLC d/b/a Salt + Smoke (St. Louis - 75, University City - 84 & St. Charles - 59) 	Multiple Locations	Multiple Locations	Multiple Locations	Layoff	03/23/2020	218
03/18/2020	Lidia's Kansas City LLC 	Kansas City	Jackson	Kansas City & Vicinity	Layoff	03/16/2020	94
03/19/2020	Trans State Airlines, LLC 	Multiple Locations	Multiple Locations	Multiple Locations	Closing	04/02/2020	718
03/20/2020 (updated)	Amcor Rigid Packaging USA, LLC 	Hazelwood	St. Louis	St. Louis County	Closing	07/17/2020	93

05/14/2020)			County				
03/23/2020 (updated 04/08/2020)	Alamo Drafthouse Cinema - Springfield 	Springfield	Greene	Ozark	Layoff	03/16/2020	207
03/22/2020 (updated 05/22/2020)	Aimbridge Hospitality - Hilton Branson Convention Center	Branson	Taney	Ozark	Layoff	03/20/2020	127
03/23/2020 (updated 08/12/2020)	TEI (STLH), LLC (Four Seasons Hotel St. Louis)	St. Louis	St. Louis	SLATE	Layoff	03/25/2020	368
03/25/2020	Schulte Companies and its affiliated companies including Schulte Hospitality Group  (Various locations)	St. Louis area	St. Louis	St. Louis	Layoff	03/16/2020	229
03/26/2020	PLE Enterprises, Inc. d/b/a Rolling Hills Auto Plaza  (various locations)	St. Joseph	Buchanon	Northwest	Layoff	03/23/2020	52
03/26/2020 (updated 10/16/2020)	Crossroads Hotel - Kansas City (managed by Aparium Hospitality Services LTD)	Kansas City	Jackson	Kansas City & Vicinity	Layoff	03/17/2020	173
03/26/2020	Adams Mark Hotel & Conference Center - Kansas City	Kansas City	Jackson	Kansas City & Vicinity	Layoff	03/17/2020	138
03/26/2020	Alscos, Inc Linen & Uniform Rental Services - St. Louis	St. Louis	St. Louis	SLATE	Layoff	03/25/2020	39
03/26/2020	Spartan Light Metal Products - Mexico	Mexico	Audrain	Central	Layoff	03/26/2020	332
03/26/2020	Spartan Light Metal Products - Hannibal	Hannibal	Marion	Northeast	Layoff	03/26/2020	72
03/30/2020	America's Auto Auction - Kansas City	Kansas City	Platte	Kansas City & Vicinity	Layoff	03/17/2020	62
03/30/2020	Gaming Partners International	Blue Springs	Jackson	Kansas City & Vicinity	Closing	05/26/2020	112
03/30/2020 (updated 07/15/2020)	HGI - Mark Twain LLC	LaGrange	Lewis	Northeast	Layoff	04/01/2020 - 4/6/2020	139
03/30/2020	Paper Source - St. Louis	St. Louis	St. Louis	St. Louis County	Layoff	03/29/2020	13

03/30/2020	Paper Source - Kansas City 	Kansas City	Jackson	Kansas City & Vicinity	Layoff	03/29/2020	9
03/30/2020	Robinson Construction 	Bloomfield	Stoddard	Southeast	Layoff	03/27/2020	80
03/31/2020 (updated 05/14/2020)	HGI - St. Jo LLC (St. Jo Frontier Casino) 	St. Joseph	Buchanon	Northwest	Layoff	04/01/2020–4/6/2020	150
03/31/2020	Rembrandt Enterprises 	Neosho	Newton	Southwest	Closing	06/01/2020	52
03/31/2020	Welk Resorts 	Branson	Taney	Ozark	Layoff	03/20/2020	94
03/31/2020	Rawlings Group 	Washington	Franklin	Jefferson/Franklin Consortium	Layoff	03/27/2020	130
03/31/2020	AutoAlert, LLC 	Kansas City	Jackson	Kansas City & Vicinity	Layoff	03/26/2020	200
04/02/2020	Rawlings Group - St. Louis 	St. Louis	St. Louis	St. Louis	Layoff	04/03/2020	140
04/05/2020 (updated 07/15/2020)	Justin Brands Facilities 	Cassville & Carthage	Barry & Jasper	Southwest	Closing	04/01/2020	321
04/05/2020	Justin Retail 	Monett (7) & Joplin (7)	Barry & Jasper	Southwest	Layoff	04/01/2020	14
04/06/2020	Legget & Platt, Branch One 	Carthage	Jasper	Southwest	Layoff	4/3/2020	422
04/06/2020	Red Wing Shoe Company 	Potosi	Washington	Central	Layoff	4/7/2020	198
04/06/2020	Innkeeper Hospitality Services, LLC 	St. Louis	St. Louis	St. Louis & St. Louis County	Layoff	3/20/2020	136
04/06/2020	Wellbridge Athletic Club & Spa 	Clayton	St. Louis County	St. Louis County	Layoff	3/22/2020	213
04/07/2020	Hooters of America, LLC (multiple locations) 	Multiple Locations	Multiple Locations	Multiple Locations	Layoff	03/20/2020	321
04/07/2020	Isle of Capri Casino Kansas City 	Kansas City	Jackson	Kansas City & Vicinity	Layoff	04/11/2020	209
04/07/2020	Isle of Capri Casino Boonville d/b/a IOC-Boonville, Inc. 	Boonville	Cooper	Central	Layoff	04/11/2020	350
04/07/2020	Lumiere Place Casino and Hotels 	St. Louis City	St. Louis City	SLATE	Layoff	04/11/2020	646
04/08/2020	Caleres, Inc. 	Clayton	St. Louis County	St. Louis County	Layoff	03/28/2020	368
	SuitSupply St. Louis 		St. Louis				

04/08/2020	Inc. 	St. Louis City	City	SLATE	Layoff	03/29/2020	6
04/09/2020	Asbury Automotive Group - Audi Creve Coeur 	Creve Coeur	St. Louis County	St. Louis County	Layoff	04/03/2020	24
04/09/2020 (updated 05/05/2020)	Asbury Automotive Group - Landrover Jaguar Creve Coeur 	Creve Coeur	St. Louis County	St. Louis County	Layoff	04/03/2020	43
04/09/2020	Asbury Automotive Group - Mercedes Benz O'Fallon 	O'Fallon	St. Louis County	St. Louis County	Layoff	04/03/2020	11
04/09/2020 (updated 05/05/2020)	Asbury Automotive Group - Plaza BMW Creve Coeur 	Creve Coeur	St. Louis County	St. Louis County	Layoff	04/03/2020	39
04/09/2020 (updated 05/05/2020)	Asbury Automotive Group - Plaza Infiniti Creve Coeur 	Creve Coeur	St. Louis County	St. Louis County	Layoff	04/03/2020	20
04/09/2020 (updated 05/05/2020)	Asbury Automotive Group - Plaza Lexus Creve Coeur 	Creve Coeur	St. Louis County	St. Louis County	Layoff	04/03/2020	51
04/09/2020 (updated 05/05/2020)	Asbury Automotive Group - Mercedes Benz/Smart Creve Coeur 	Creve Coeur	St. Louis County	St. Louis County	Layoff	04/03/2020	54
04/10/2020 (updated 09/04/2020)	Leonard's Metal, Inc. d/b/a LMI Aerospace - Fountain Lakes 	St. Charles	St. Charles County	St. Charles County	Layoff	04/13/2020	140
04/10/2020	Leonard's Metal, Inc. d/b/a LMI Aerospace - Highway 94 	St. Charles	St. Charles County	St. Charles County	Layoff	04/13/2020	52
04/10/2020	Ozark Mountain Technologies, LLC 	Cuba	Crawford	Central	Layoff	04/13/2020	87
04/10/2020	Valent Aerostructures, LLC 	Washington	Franklin	Jefferson/Franklin Consortium	Layoff	04/13/2020	80
04/13/2020	Kansas City Area Transportation Authority 	Kansas City	Jackson	Kansas City & Vicinity	Layoff	04/13/2020	11
04/13/2020	Frontenac Property Owner LLC d/b/a Hilton St. Louis Frontenac Hotel 	Frontenac	St. Louis County	St. Louis County	Layoff	04/13/2020	128
	Silver Dollar City Theme Park, Silver Dollar City						

04/14/2020	Campground, the Showboat Branson Belle, and White Water 	Branson	Taney	Ozark	Layoff	04/20/2020	257
04/15/2020	Scholastic Book Fairs 	Fenton	St. Louis County	St. Louis County	Layoff	03/24/2020	111
04/16/2020	Marriott Kansas City Country Club Plaza 	Kansas City	Jackson	Kansas City & Vicinity	Layoff	04/30/2020	114
04/16/2020	RR Donnelley 	St. Louis City	St. Louis City	SLATE	Closing	04/16/2020	72
04/17/2020	Avis Budget Car Rental, LLC and its subsidiaries 	Multiple Locations	St. Louis County	St. Louis County	Layoff	03/02/2020	163
04/17/2020	Black Bear Diner - St. Charles 	St. Charles	St. Charles County	St. Charles County	Layoff	04/09/2020	38
04/17/2020	Black Bear Diner - Independence 	Independence	Jackson	Kansas City & Vicinity	Layoff	04/09/2020	65
04/17/2020	Guitar Center, Inc. (GTRC Services, Inc.) 	Kansas City	Clay	Kansas City & Vicinity	Layoff	04/10/2020	291
04/17/2020	Pinnacle Healthcare System, Inc. 	Multiple Locations	Multiple Locations	Multiple Locations	Closing	04/10/2020	125
04/20/2020	Recovery Management Corporation d/b/a Cargo Largo 	Kansas City	Jackson	Kansas City & Vicinity	Layoff	04/13/2020	177
04/20/2020 (revised 12/10/2020)	Dura Automotive Systems, LLC 	Moberly	Randolph	Northeast	Layoff	05/01/2020	72
04/21/2020	Greater KC LINC, INC - Caring Community Before and After School Program 	Kansas City	Jackson	Jackson	Layoff	05/01/2020	471
04/22/2020	Leggett & Platt Automotive 	Carthage	Jasper	Southwest	Layoff	03/23/2020	215
04/22/2020	Visionworks 	Multiple Locations	Multiple Locations	Multiple Locations	Layoff	04/04/2020	94
04/24/2020	Dental Arts Laboratories, Inc. 	St. Louis	St. Louis County	St. Louis County	Layoff	04/09/2020	33
04/27/2020	Legget & Platt Wire Mill 	Carthage	Jasper	Southwest	Layoff	04/-9/2020	83
04/27/2020	Great Plains Specialty Finance, Inc. 	Multiple Locations	Multiple Locations	Multiple Locations	Layoff	04/21/2020	12

04/27/2020	EAN Services, LLC - St. Louis Contact Center d/b/a Enterprise 	St. Louis	St. Louis County	St. Louis County	Layoff	04/30/2020	820
04/27/2020	OS Restaurant Services LLC (Blooming Brands, d/b/a: Bonefish, Carrabba's, Flemings, & Outback) 	Multiple Locations	Multiple Locations	Multiple Locations	Layoff	03/15/2020	935
04/27/2020	C.R. Metal Products, Inc. 	Creve Coeur	St. Louis County	St. Louis County	Layoff	04/22/2020	106
04/27/2020 (updated 06/30/2020)	EAN Services, LLC 	Multiple Locations	St. Louis County	St. Louis County	Layoff	04/30/2020	59
04/27/2020 (updated 06/23/2020)	Enterprise Holdings - Contact Center 	Multiple Locations	St. Louis County	St. Louis County	Layoff	04/30/2020	366
04/27/2020 (updated 06/23/2020)	Enterprise Holdings - Corporate 	Multiple Locations	St. Louis County	St. Louis County	Layoff	04/30/2020	377
04/27/2020	Enterprise Transport - Various 	Multiple Locations	St. Louis County	Multiple Locations	Layoff	03/23/2020	447
04/28/2020	Enterprise Holdings-Enterprise Rent A Car - KC 	Kansas City	Platte	Kansas City & Vicinity	Layoff	04/3/2020	56
04/28/2020	Enterprise Holdings - National and Alamo Rent A Car 	Kansas City	Platte	Kansas City & Vicinity	Layoff	04/30/2020	84
04/29/2020	Atrium Hospitality: Chateau on the Lake Resort Spa & Convention Center 	Branson	Taney	Ozark	Layoff	03/12/2020	115
05/01/2020	First Student - House Springs 	House Springs	Jefferson	Jefferson/Franklin Consortium	Closing	06/30/2020	127
05/08/2020	Cox Automotive - Bridgeton 	Bridgeton	St. Louis County	St. Louis County	Layoff	05/17/2020	141
05/08/2020	Cox Automotive - Kansas City 	Kansas City	Jackson	Kansas City & Vicinity	Layoff	05/17/2020	174
05/11/2020 (updated 07/01/2020)	TriWest Healthcare Alliance 	Kansas City	Clay	Kansas City & Vicinity	Layoff	04/20/2020	191
05/11/2020	Atrium Hospitality - St. Charles Embassy Suites 	St. Charles	St. Charles	St. Charles County	Layoff	03/12/2020	87
05/11/2020	Atrium Hospitality - Springfield University	Springfield	Greene	Ozark	Layoff	03/12/2020	112

	Plaza						
05/12/2020	Leggett & Platt - Corporate Offices	Carthage	Jasper	Southwest	Layoff	03/19/2020	200
05/18/2020	Atrium Hospitality - Jefferson City Capitol Plaza	Jefferson City	Cole	Central	Layoff	03/12/2020	108
05/18/2020	Atrium Hospitality - Kansas City Embassy Suites	Kansas City	Platte	Kansas City & Vicinity	Layoff	03/12/2020	92
05/19/2020 (updated 07/17/2020)	Exide Technologies: Canon Hollow Facility	Forest City	Holt	Northwest	Layoff	08/21/2020	84
05/19/2020	Kellwood Apparel	Chesterfield	St. Louis County	St. Louis County	Layoff	04/01/2020	2
05/22/2020	21c Museum Hotel	Kansas City	Jackson	Kansas City & Vicinity	Layoff	05/26/2020	18
05/22/2020	Ameristar Casino Resort Spa - St. Charles	St. Charles	St. Charles County	St. Charles County	Layoff	07/01/2020	947
05/22/2020	Ameristar Casino Hotel - Kansas City	Kansas City	Clay	Kansas City & Vicinity	Layoff	07/01/2020	578
05/22/2020	Mercy Hospital - Springfield	Springfield	Greene	Ozark	Layoff	05/22/2020	696
05/22/2020	Mercy Hospital - St. Louis	Multiple Locations	St. Louis County	St. Louis County	Layoff	05/22/2020	663
05/22/2020 (updated 09/29/2020)	Pacific Architects and Engineers (PAE)	Lee's Summit	Jackson	Kansas City & Vicinity	Layoff	11/29/2020	697
05/26/2020	Merritt Hospitality, LLC - Hilton KC Airport	Kansas City	Platte	Kansas City & Vicinity	Layoff	05/27/2020	86
06/01/2020	Piramal Glass USA Inc.	Park Hills	St. Francois	Southeast	Layoff	07/31/2020	165
	LM Services Corporation d/b/a: Hilton Garden Inn-O'Fallon, Hilton Garden Inn-Chesterfield, Hilton Garden Inn-St. Louis Airport, Hilton St. Louis at the Ballpark, Holiday Inn Forest Park, Homewood Suites by Hilton-Maryland Heights,						

06/04/2020 (updated 06/08/2020)	Embassy Suites by Hilton St. Louis Airport, Doubletree by Hilton, Sheraton Westport, Union Station Hotel, The Cheshire, Boundary/Basso, Doubletree Hotel & Conference Center, Hilton St. Louis Airport, Hospitality Audio Visual, Crowne Plaza St. Louis Airport, Marriott St. Louis Airport 	Multiple Locations	Multiple Locations	Multiple Locations	Layoff	06/12/2020	1,488
06/04/2020 (updated 08/28/2020)	Westin Crown Plaza Hotel Co. - Sheraton Kansas City Hotel at Crown Center & The Westin Kansas City at Crown Center 	Kansas City	Jackson	Kansas City & Vicinity	Layoff	03/21/2020	435
06/05/2020	The Ritz Carlton 	Clayton	St. Louis	St. Louis County	Layoff	03/21/2020	307
06/08/2020	Marriott International Inc. d/b/a Marriott St. Louis Grand 	St. Louis	St. Louis	SLATE	Layoff	03/21/2020	384
06/08/2020	Hyatt Corporation d/b/a Hyatt Regency St. Louis at the Arch 	St. Louis	St. Louis	SLATE	Layoff	03/24/2020	245
06/09/2020	LMI Aerospace 	St. Charles	St. Charles	St. Charles County	Layoff	06/22/2020	60
06/12/2020	STL Gaming Ventures, LLC d/b/a Hollywood Casino St. Louis 	Maryland Heights	St. Louis	St. Louis County	Layoff	08/15/2020	616
06/12/2020 (Updated 07/10/2020)	PNK River City d/b/a River City Casino and Hotel 	Lemay	St. Louis	St. Louis County	Layoff	08/15/2020	480
06/12/2020 (Updated 10/30/2020)	Kansas City Downtown Hotel Group, LLC - Marriott Downtown 	Kansas City	Jackson	Kansas City & Vicinity	Layoff	03/20/2020	280
06/15/2020	Jacobsen Daniels Enterprises, LLC 	St. Louis	St. Louis	St. Louis County	Layoff	06/12/2020	1
06/16/2020 (Updated 07/07/2020)	Argosy Casino Hotel and Spa 	Riverside	Platte	Kansas City & Vicinity	Layoff	08/15/2020	354

06/24/2020 (updated 10/30/2020)	Cerner Corporation 	Multiple Locations	Multiple Locations	Kansas City & Vicinity	Layoff	08/25/2020	94
06/24/2020	Enterprise Holdings - IT 	Multiple Locations	Multiple Locations	Multiple Locations	Layoff	06/30/2020	23
06/24/2020	Levy 	St. Louis	St. Louis	SLATE	Layoff	08/01/2020	210
7/2/2020	Towne Suites Hotel 	Liberty	Clay	Kansas City & Vicinity	Layoff	06/30/2020	10
7/2/2020	Hampton Inn Hotel - Kansas City 	Kansas City	Clay	Kansas City & Vicinity	Layoff	06/30/2020	14
7/2/2020	Hampton Inn Hotel - St. Louis 	St. Louis (downtown)	St. Louis	St. Louis City	Layoff	06/30/2020	24
7/2/2020	Hampton Inn Hotel - Forrest Park 	St. Louis (Forrest Park)	St. Louis	St. Louis City	Layoff	06/30/2020	18
7/6/2020	Delaware North, DBA: St. Louis Sportservice, Springfield Sportservice 	St. Louis & Springfield	St. Louis & Greene	St. Louis City, St. Louis county, and Ozark Regions	Layoff	03/01/2020	1,810
7/7/2020	Compass Group 	Kansas City	Clay, Jackson	Kansas City & Vicinity	Layoff	07/15/2020	67
07/17/2020 (updated 09/22/2020)	J. C. Penney Corporation, Inc. 	Independence	Jackson	Kansas City & Vicinity	Closing	10/18/2020	69
07/20/2020	Northrop Grumman 	Independence	Jackson	Kansas City & Vicinity	Layoff	09/30/2020	1,700
07/21/2020	Heartland Poker Tour 	St. Louis	St. Louis County	St. Louis County	Layoff	09/20/20	3
07/24/2020	American Queen Steamboat Company 	St. Louis & Other U.S. Cities	St. Louis	SLATE	Layoff	09/24/2020	250
07/29/2020	Carlson Wagonlit Travel Agency, LLC 	Maryland Heights	St. Louis County	St. Louis County	Layoff	04/01/2020	58
07/29/2020	Embassy Suites by Hilton - St. Louis 	St. Louis	St. Louis	SLATE	Layoff	03/20/2020	31
07/30/2020	GoJet Airlines 	Bridgeton	St. Louis County	St. Louis County	Layoff	10/01/2020	525
07/30/2020	Republic Airways 	Kansas City	Platte	Kansas City & Vicinity	Layoff	10/01/2020	104
07/30/2020	Wyndham Vacation Ownership 	Branson	Taney	Ozark	Layoff	04/01/2020	191

08/03/2020 (updated 11/16/2020)	Remington Outdoor Company 	Lexington	Lafayette	West Central	Closure	09/29/2020	64
08/04/2020	XPO Logistics Supply Chain, Inc. 	Independence	Jackson	Kansas City & Vicinity	Layoff	09/30/2020	70
08/11/2020	Embassy Suites by Hilton - Kansas City 	Kansas City	Jackson	Kansas City & Vicinity	Layoff	03/18/2020	40
8/11/2020	Lozier Corporation 	Joplin	Jasper	Southwest	Layoff	10/06/2020	127
08/12/2020	HMSHost - Kansas City 	Kansas City	Platte	Kansas City & Vicinity	Layoff	10/15/2020	229
08/12/2020	HMSHost - St. Louis 	Bridgeton	St. Louis County	St. Louis County	Layoff	10/15/2020	353
8/12/2020 (updated 10/20/2020)	Maritz 	Fenton	St. Louis County	St. Louis County	Layoff	04/16/2020	631
8/17/2020	Aramark 	Florissant	St. Louis County	St. Louis County	Layoff	09/30/2020	81
08/24/2020	Mountain View Fabricators/Royal/Coin Acceptors d/b/a Royal Remanufacturing 	Mountain View	Howell	South Central	Layoff	06/10/2020	120
08/26/2020	Alamo Drafthouse Cinema - Kansas City 	Kansas City	Jackson	Kansas City & Vicinity	Layoff	03/17/2020	75
08/28/2020	Avis Budget Car Rental, LLC 	Multiple Locations	Multiple Locations	Multiple Locations	Layoff	04/01/2020	7
08/28/2020	InterContinental Kansas City at the Plaza 	Kansas City	Jackson	Kansas City & Vicinity	Layoff	08/29/2020	114
09/08/2020	Airport Management Services/Hudson Group 	St. Louis	St. Louis County	St. Louis County	Layoff	07/31/2020	84
09/11/2020	Chase Park Plaza Royal Sonesta Hotel 	St. Louis	St. Louis	SLATE	Layoff	11/10/2020	208
09/18/2020	PF Chang's China Bistro - Chesterfield 	Chesterfield	St. Louis County	St. Louis County	Layoff	March 2020	75
09/18/2020	PF Chang's China Bistro - Kansas City 	Kansas City	Jackson	Kansas City & Vicinity	Layoff	March 2020	75
09/18/2020	PF Chang's China Bistro St. Charles 	St. Charles	Saint Charles County	St. Charles County	Layoff	March 2020	75

10/12/2020	Kindred Healthcare 	St. Louis	St. Louis	St. Louis County	Layoff	12/20/2020	60
10/15/2020 (updated 10/19/2020)	Missouri Walnut 	Neosho	Newton	Southwest	Layoff	12/15/20	60
10/16/2020	Aramark-Convention Center 	Kansas City	Jackson	Kansas City & Vicinity	Layoff		57
10/16/2020	Aramark-Kauffman Stadium 	Kansas City	Jackson	Kansas City & Vicinity	Layoff		523
10/26/2020	The Fontaine Hotel 	Kansas City	Jackson	Kansas City & Vicinity	Layoff	05/06/2020	63
11/04/2020	Aimbridge Hospitality (Hilton Branson Convention Center Hotel) 	Branson	Taney	Ozark	Layoff	12/30/2020	102
11/04/2020	Sodexo - University of Missouri Kansas City 	Kansas City	Jackson	Kansas City & Vicinity	Layoff	03/01/2020	71
11/09/2020	The McClatchy Company, LLC (Kansas City Star) 	Kansas City	Jackson	Kansas City & Vicinity	Layoff	01/16/2021	124
11/13/2020 (updated 11/24/2020)	Meridian Medical Technologies 	St. Louis	St. Louis County	St. Louis County	Layoff	11/13/2020	63
11/22/2020	State Farm Mutual Automobile Insurance Company 	Earth City	St. Louis County	St. Louis County	Closing	01/31/2021	111
11/30/2020	Automobile Club of Missouri 	Hazelwood	St. Louis County	St. Louis County	Layoff	02/05/2021	95
12/01/2020	Anesthesia Associates of Kansas City 	Kansas City	Jackson	Kansas City & Vicinity	Layoff	01/31/2020	68
12/03/2020 (updated 01/11/2021)	Southwest Airlines, Co. 	Multiple Locations	Multiple Locations	Multiple Locations	Layoff		0
12/28/2020 (updated 02/24/2021)	Journagan Construction 	Springfield area	Springfield area	Springfield area	Layoff	03/05/2021	121
12/28/2020	CEVA Logistics 	Liberty	Liberty	Liberty	Layoff	02/28/2021	63
						TOTAL	33,904



January 22, 2020

Missouri Workforce Commission  
Attn: Lisa Marshall  
WARN Coordinator Dept. of Economic Development  
P. O. Box 1087  
Jefferson City, MO, 65102



Re: Notification of Program Closure

Dear Official Marshall:

This letter updates our previous letter dated January 15, 2020, indicating that in accordance with the Worker Adjustment and Retraining Notification Act, Concentrix CVG Corporation (formerly Convergys) ("the Company") plans to permanently close one of the client programs located at the Arnold Contact Center facility located at 1900 Meyer Drury Lane, Arnold, MO., 63010.

The closure is planned to occur on April 4, 2020. We initially reported in our letter of January 15, 2020 that 205 employees would be impacted. However, because some employees have been able to find employment on other programs, that number has now been reduced to 168 employees that may be impacted. And, although this program is closing, the Company will maintain a presence in the area through a significant number of positions on other programs. All current impacted employees who are willing and able to meet the established requirements will be offered positions on alternate programs within the Arnold facility.



January 15, 2020

Missouri Workforce Commission  
Attn: Lisa Marshall  
WARN Coordinator Dept. of Economic Development  
P. O. Box 1087  
Jefferson City, MO, 65102

Re: Notification of Program Closure

Dear Official Marshall:

In accordance with the Worker Adjustment and Retraining Notification Act, this letter is to advise you that Concentrix CVG Corporation (formerly Convergys) ("the Company") plans to permanently close one of the client programs located at the Arnold Contact Center facility located at 1900 Meyer Drury Lane, Arnold, MO., 63010.

The closure is planned to occur on April 4, 2020 and could impact up to 205 employees. Although this program is closing, the Company will maintain a presence in the area through a significant number of positions on other programs. All current impacted employees who are willing and able to meet the established requirements will be offered positions on alternate programs within the Arnold facility.

cc: lisa\_marshall@ded.mo.gov



1000 FedEx Drive  
Moon Township, PA 15108

February 28, 2020

Employment Transition Team Coordinator  
Division of Workforce Development  
421 E Dunklin St  
Jefferson City, MO 65102



To whom it may concern:

I am writing to update you on upcoming events involving FedEx Ground Package System, Inc. ("FedEx Ground") and to provide you with additional information under the Worker Adjustment and Retraining Notification (WARN) Act.

FedEx Ground provides ground delivery of packages throughout the United States. The company continuously evaluates its network to ensure it is in the best possible position to meet industry and customer needs. In light of current market dynamics and the growth of e-commerce, FedEx Ground is transforming its operations in many ways, including the integration of package volume in certain areas.

FedEx Ground operates a SmartPost facility located at 13679 Rider Trail North, Earth City, MO 63045.

As part of the referenced transition, FedEx Ground will redirect packages from this facility to other Ground locations. The building is scheduled to close on or around May 2, 2020. Once the packages are redirected and the building closes, there are no current plans to resume operations at this location.

Approximately 125 full- or part-time employees are currently employed at the facility and may be impacted by this transition. The impacted employees are not represented by a labor organization and no contractual bumping rights exist at this facility.

There are no planned company-initiated job losses as a result of this transition. Employees are being notified of available job assignments and have the opportunity to transition into available positions at other nearby FedEx Ground locations. For employees who choose not to transition into an available position, their expected date of separation would be May 2, 2020, the date the St. Louis SmartPost facility is expected to cease operations.

While we do not believe the circumstances of this transition necessitate notice under the WARN Act, we are providing notification of the upcoming operational changes. Under the circumstances, receipt of this letter should not be viewed as an acknowledgement that notification under the WARN Act (or any related state law) is required. Additional information, including a list of job titles and the number of employees in each job title at the facility, may be provided as necessary.

Please do not hesitate to contact me with questions or if there is anything further FedEx Ground can provide at this time.

Sincerely,



A Helpful Smile In Every Aisle

March 6, 2020

Lisa Marshall  
Employment Transition Team Coordinator  
Office of Workforce Development  
301 W High St, Suite 870  
Jefferson City, Missouri, 65102

Honorable Quinton Lucas  
Mayor of Kansas City  
414 E. 12<sup>th</sup> St  
Kansas City, MO 64106



Dear Sir/Madam:

There was an inadvertent error in the address for the facility in the WARN notice you previously received, dated March 6, 2020. The corrected notice is below in its entirety:

This notice is being provided by Hy-Vee, Inc. (“Company”) pursuant to the Worker Adjustment and Retraining Notification Act of 1988 (“WARN”), which requires employers to give 60 days advance notice to certain government units or officials of a pending facility shutdown.

The Company has made the difficult decision to permanently discontinue all operations at its Kansas City Fulfillment Center, located at 8700 Elmwood, Kansas City, Missouri 64132, effective May 6, 2020, although fulfillment operations are expected to be transferred to our retail stores prior to that time. It is anticipated that up to 583 employees will suffer an employment loss as a result of this facility closing, although the company will be talking with a number of employees about continued employment with the company. Affected employees do not have any “bumping” rights against unaffected employees. The affected employees are not represented by a union.



A Helpful Smile In Every Aisle

March 5, 2020

Lisa Marshall  
Employment Transition Team Coordinator  
Office of Workforce Development  
301 W High St, Suite 870  
Jefferson City, Missouri, 65102

Honorable Quinton Lucas  
Mayor of Kansas City  
414 E. 12<sup>th</sup> St  
Kansas City, MO 64106



Dear Sir/Madam:

This notice is being provided by Hy-Vee, Inc. ("Company") pursuant to the Worker Adjustment and Retraining Notification Act of 1988 ("WARN"), which requires employers to give 60 days advance notice to certain government units or officials of a pending facility shutdown.

The Company has made the difficult decision to permanently discontinue all operations at its Kansas City Fulfillment Center, located at 5330 NW 64<sup>th</sup> Street, Kansas City, Missouri 64132, effective May 6, 2020, although fulfillment operations are expected to be transferred to our retail stores prior to that time. It is anticipated that up to 583 employees will suffer an employment loss as a result of this facility closing, although the company will be talking with a number of employees about continued employment with the company. Affected employees do not have any "bumping" rights against unaffected employees. The affected employees are not represented by a union.

**Corporate**

435 Old Mt. Holly Road  
Mt. Holly, SC 29445  
Tel 843.572.1100 •

March 16, 2020

Via e-mail ([mayor@St.LouisMO.com](mailto:mayor@St.LouisMO.com))  
and First Class Mail

The Honorable Lyda Krewson  
Mayor, City of Saint Louis  
St. Louis City Hall  
1200 Market Street  
St. Louis, Missouri 63103

Via e-mail ([randy.cottrell@ded.mo.gov](mailto:randy.cottrell@ded.mo.gov))  
and First Class Mail

Mr. Randy Cottrell  
Manager, Dislocated Worker Programs  
Division of Workforce Development  
421 Ease Dunklin  
P.O. Box 1087  
Jefferson City, MO 65102-1087

Dear Mayor Krewson and Mr. Cottrell:

J.W. Aluminum, Inc. ("JWA") has concluded as a result of business conditions including increased competition and declining business volumes that it is necessary to close our St. Louis, Missouri plant.

As a consequence, JWA will be permanently closing its entire manufacturing and distribution operations located at 6100 South Broadway, St. Louis, Missouri, 63111 over a period of approximately two weeks, with the first separations beginning in a two-week period on or after May 15, 2020. Approximately 185 teammates will be affected by this process, commencing on about May 15--29, 2020.

The production and maintenance teammates of JWA are represented by District 9, International Association of Machinists and Aerospace Workers, AFL-CIO, located at 12365 St. Charles Rock Road, Bridgeton, MO 63044, whose chief elected officer is believed to be Dave Weaver, Directing Business Representative, telephone 314-739-6200, email [dweaver@district9.org](mailto:dweaver@district9.org); the business agent representing the teammates at JWA is Joe Eccardt, telephone (314) 601-5912, email [jeccardt@district9.org](mailto:jeccardt@district9.org). Various aspects of the shut-down process have been discussed with representatives of that organization, including the precise sequence and timing of separation, the exercise of bumping rights and staffing issues during the wind-down of operations, and other matters related to the effects of this action on the represented teammates. The job titles of all teammates we anticipate may suffer a loss of employment and their initial projected schedule of separation are attached for reference. Periodic updates of this information, including details of bumping arrangements, will be available for inspection upon request at JWA's offices on site.

JWA intends that this notice will constitute its compliance with the requirements of the WARN Act, should they be applicable. Issuance of this letter should not be understood however to be an admission or acknowledgement that such notice is required.



Wire Harnesses | Printed Circuit Boards | Box Builds

March 13, 2020

Ms. Lisa Marshall  
Employment Transition Team Coordinator  
Division of Workforce Development  
421 E Dunklin Street  
Jefferson City, MO 65102



Re: Major Custom Assemblies, Inc.'s Notice Pursuant to Federal Worker Adjustment and Retraining Notification Act

Dear Ms. Marshall:

While Major Custom Assemblies, Inc. (the "Company") does not believe any of its actions are covered by the Federal Worker Adjustment and Retraining Act ("WARN Act"), 29 U.S.C. §2102 et seq., this letter constitutes notice pursuant to the WARN Act, and related Department of Labor Regulations, that there will be a closing by the Company of its St. Louis County plant, located at 4806 Trade Access Blvd., Suite 100, Hazelwood, MO. 63042.

The closing of the plant and all layoffs involved will be permanent. The closing of the plant is due to the Company learning on Monday, March 9, 2020, of a potential buyer's decision not to proceed with a proposed purchase of the Company that would have allowed the plant to stay open. Terminations are scheduled to occur between March 13, 2020, and March 31, 2020. However, these dates are subject to and may change depending on business circumstances.

**This notice is intended to comply with the Company's notice obligations, if any, under the WARN Act. The giving of this notice, however, shall not constitute an acknowledgment by the Company of any obligations under the WARN Act in the event the effects of the closing are such that the WARN Act requirements do not apply.**

The number of affected employees set to be laid off is approximately 95, which constitutes the Company's entire workforce. The titles of employees to be laid off include; Assembler (65), Maintenance (1), Outside sales (1), Inside Sales (3), Purchasing (2), Quality Control (5), Production Management (2), Accounting (3), Engineering (4), Shipping/Receiving (2), Machine Operator (5), and Warehouse (2). None of the affected employees have "bumping rights," and none are represented by any union. While we believe we have provided all information covered by the applicable regulations, as required by Section 639.7(f) of the WARN Act regulations, we will maintain all other information on the terminations which will be available on request.

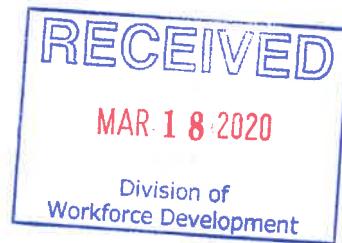
**SALT +  
SMOKE**  
**BBQ BOURBON BEER**

*WARN Notice – Local & State Government Officials*

March 18, 2020

Lisa Marshall  
Employment Transition Team Coordinator  
Office of Workforce Development  
301 W High St  
Suite 870  
Jefferson City, Missouri 65102  
lisa\_marshall@ded.mo.gov

The Honorable Terry Crow  
Mayor  
City of University City  
6801 Delmar Boulevard  
University City, MO 63130



Re: Notice Pursuant to Federal Worker Adjustment and Retraining  
Notification Act

Dear Ms. Marshall and Mayor Crow:

Schmidt Restaurant Group LLC d/b/a *Salt + Smoke* ("the Company") regrets to inform you that it will be conducting a layoff commencing March 23, 2020 at its 6525 Delmar Blvd location in University City, Missouri as a consequence of the Company's unforeseen and unexpected inability to continue operations in light of the COVID-19 / coronavirus pandemic that has been declared by the United States Center for Disease Control ("CDC"). As you likely are aware, both the federal and Missouri governments have declared states of emergencies, and restrictions have been placed on the number of people who may gather within St. Louis County. These governmental actions, coupled with social distancing recommendations suggested by various governmental bodies, including the CDC and Missouri and St. Louis county governments, have impacted patronage of the restaurant, and thus the Company's ability to continue operations. The Company regrets that it was not able to provide you with notice sooner, and the stated reasons above are the reasons why notice was not provided sooner. These actions, obviously, were not expected.

The layoff is anticipated to be permanent, but the Company is optimistic that operations will resume when the current COVID-19 / coronavirus health issue has been brought under control. The Company is hopeful that this situation will be short lived, and that employees will be recalled

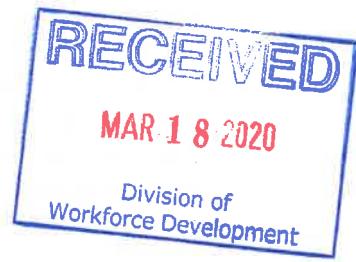
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SMOKE**  
**BBQ BOURBON BEER**

*WARN Notice – Local & State Government Officials*

March 18, 2020

Lisa Marshall  
Employment Transition Team Coordinator  
Office of Workforce Development  
301 W High St  
Suite 870  
Jefferson City, Missouri 65102  
lisa\_marshall@ded.mo.gov

The Honorable Lyda Krewson  
Mayor  
City of Saint Louis  
1200 Market , City Hall, Room 200  
Saint Louis, MO 63103



Re: Notice Pursuant to Federal Worker Adjustment and Retraining  
Notification Act

Dear Ms. Marshall and Mayor Krewson:

Hampton Salt and Smoke LLC d/b/a *Salt + Smoke* (“the Company”) regrets to inform you that it will be conducting a layoff commencing March 23, 2020 at its 5625 Hampton Ave location in Saint Louis, Missouri as a consequence of the Company’s unforeseen and unexpected inability to continue operations in light of the COVID-19 / coronavirus pandemic that has been declared by the United States Center for Disease Control (“CDC”). As you likely are aware, both the federal and Missouri governments have declared states of emergencies, and restrictions have been placed on the number of people who may gather within St. Louis City County. These governmental actions, coupled with social distancing recommendations suggested by various governmental bodies, including the CDC and Missouri and St. Louis City county governments, have impacted patronage of the restaurant, and thus the Company’s ability to continue operations. The Company regrets that it was not able to provide you with notice sooner, and the stated reasons above are the reasons why notice was not provided sooner. These actions, obviously, were not expected.

The layoff is anticipated to be permanent, but the Company is optimistic that operations will resume when the current COVID-19 / coronavirus health issue has been brought under control. The Company is hopeful that this situation will be short lived, and that employees will be recalled

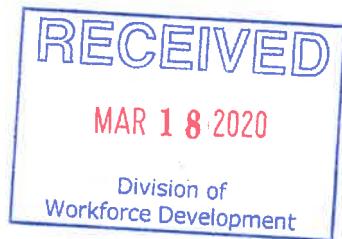
**SALT +  
SMOKE**  
**BBQ BOURBON BEER**

*WARN Notice – Local & State Government Officials*

March 18, 2020

Lisa Marshall  
Employment Transition Team Coordinator  
Office of Workforce Development  
301 W High St  
Suite 870  
Jefferson City, Missouri 65102  
lisa\_marshall@ded.mo.gov

The Honorable Dan Borgmeyer  
Mayor  
City of Saint Charles  
200 North 2nd Street  
4th Floor, Room 400  
Saint Charles, MO 63301



Re: Notice Pursuant to Federal Worker Adjustment and Retraining  
Notification Act

Dear Ms. Marshall and Mayor Borgmeyer:

South Main Salt and Smoke LLC d/b/a *Salt + Smoke* (“the Company”) regrets to inform you that it will be conducting a layoff commencing March 23, 2020 at its 501 S. Main Street location in Saint Charles, Missouri as a consequence of the Company’s unforeseen and unexpected inability to continue operations in light of the COVID-19 / coronavirus pandemic that has been declared by the United States Center for Disease Control (“CDC”). As you likely are aware, both the federal and Missouri governments have declared states of emergencies, and restrictions have been placed on the number of people who may gather within St. Charles County. These governmental actions, coupled with social distancing recommendations suggested by various governmental bodies, including the CDC and Missouri and St. Charles County governments, have impacted patronage of the restaurant, and thus the Company’s ability to continue operations. The Company regrets that it was not able to provide you with notice sooner, and the stated reasons above are the reasons why notice was not provided sooner. These actions, obviously, were not expected.

The layoff is anticipated to be permanent, but the Company is optimistic that operations will resume when the current COVID-19 / coronavirus health issue has been brought under control.

**SALT +  
SMOKE**  
**BBQ BOURBON BEER**

*WARN Notice – Local & State Government Officials*

March 18, 2020

Lisa Marshall  
Employment Transition Team Coordinator  
Office of Workforce Development  
301 W High St  
Suite 870  
Jefferson City, Missouri 65102  
lisa\_marshall@ded.mo.gov

The Honorable Lyda Krewson  
Mayor  
City of Saint Louis  
1200 Market , City Hall, Room 200  
Saint Louis, MO 63103



Re: Notice Pursuant to Federal Worker Adjustment and Retraining  
Notification Act

Dear Ms. Marshall and Mayor Krewson:

Euclid Salt and Smoke LLC d/b/a *Salt + Smoke* (“the Company”) regrets to inform you that it will be conducting a layoff commencing March 23, 2020 at its 392 N. Euclid location in Saint Louis, Missouri as a consequence of the Company’s unforeseen and unexpected inability to continue operations in light of the COVID-19 / coronavirus pandemic that has been declared by the United States Center for Disease Control (“CDC”). As you likely are aware, both the federal and Missouri governments have declared states of emergencies, and restrictions have been placed on the number of people who may gather within St. Louis City County. These governmental actions, coupled with social distancing recommendations suggested by various governmental bodies, including the CDC and Missouri and St. Louis City county governments, have impacted patronage of the restaurant, and thus the Company’s ability to continue operations. The Company regrets that it was not able to provide you with notice sooner, and the stated reasons above are the reasons why notice was not provided sooner. These actions, obviously, were not expected.

The layoff is anticipated to be permanent, but the Company is optimistic that operations will resume when the current COVID-19 / coronavirus health issue has been brought under control. The Company is hopeful that this situation will be short lived, and that employees will be recalled



March 18<sup>th</sup>, 2020

**VIA CERTIFIED MAIL**

Lisa Marshall  
Employment Transition Team Coordinator  
Office of Workforce Development  
301 W High St  
Suite 870  
Jefferson City, MO 65102

Re: Employee Layoffs

To Whom It May Concern:

On behalf of Lidia's KC ("Lidia's Kansas city LLC"), we regret to inform you that we have decided to conduct layoffs at the restaurant known as Lidia's KC, located at 101 W 22<sup>nd</sup> Street, Kansas City, MO 64108 effective March 16<sup>th</sup>, 2020 due to the recent outbreak of COVID-19 ("Coronavirus"). This decision was not an easy one and the Company reviewed all options available before deciding to conduct these layoffs at the restaurant.

In accordance with the requirements of the Worker Adjustment and Retraining Notification Act ("WARN"), the Company provides the following information:

1. The name and telephone number of the Company official to contact for further information about the layoffs at the Company's property located at 101 W 22nd Street, Kansas City, MO 64108: Missy Adriazola, VP, Human Resources, at (646) 556-5467.
2. At this time, we are unsure whether the layoffs at the Company's property located at 101 W 22nd Street, Kansas City, MO 64108 will be permanent or temporary. They are scheduled to commence on March 16, 2020.

3. There are no affected employees none of whom have a collective bargaining representative.
4. The job titles of the positions to be affected and the number of employees in each job title that will be affected by the layoffs at the Company's property located at 101 W 22nd Street, Kansas City, MO 64108 are attached hereto.
5. None of the affected employees have bumping rights and therefore the displaced employees are not permitted to exercise bumping rights in connection with the layoffs of the Company's property located at 101 W 22nd Street, Kansas City, MO 64108.
6. Because the recent outbreak of the Coronavirus is a natural disaster that was not reasonably foreseeable, is outside the Company's control, and is expanding rapidly thereby requiring the Company to make this decision on short notice, the Company is providing this notice with as much advance notice as possible under these unique circumstances.

Job Title	Number of Affected Employees
Bartender	4
Busser	8
Dishwasher	8
Executive Kitchen Management	1
Host	7
Kitchen Management	4
Line Cook	11
Manager	6
Pasta Prep	3
Pastry	5
Polisher	1
Porter	2
Prep Cook	1
Runner	7
Server	26



March 19, 2020

**VIA Email: lisa\_marshall@ded.mo.gov**

Lisa Marshall  
Employment Transition Team Coordinator  
Office of Workforce Development  
301 W High Street, Suite 870  
Jefferson City, MO 65102

**Re: Notice of Closure of Trans States Airlines, LLC**

Dear Ms. Marshall:

Due to unforeseen business circumstances beyond the control of the Company related to the National Emergency related to the COVID-19 Pandemic, Trans States Airlines has made the difficult decision to cease its operations effective April 2, 2020.

All affected employees have been notified of their separation dates and that their separation from employment will be permanent. Employees will be separated from employment beginning on March 17, 2020, with all separations accomplished by April 2, 2020. Employees do not have bumping rights.

In compliance with Federal Regulations concerning the Worker Adjustment and Retraining Notification (WARN) Act, please find below specific information related to the closure:

**1. Name and Address of Employment Site:**

Corporate Headquarters  
11495 Navaid Road, Suite 340  
Bridgeton, MO 63044

St. Louis Hanger  
5260 Banshee Road  
Building 42  
Hazelwood, MO 63042

Springfield-Branson National Airport- Maintenance Base  
2300 N. Airport Blvd., Suite 116  
Springfield, MO 65802

**2. Date of Closing.** April 2, 2020. This closure will be permanent.

- 3. Number of Affected Employees (as of March 17, 2020) in Missouri: 718**  
St. Louis Metropolitan Area: 697  
Springfield: 21  
\*Additional information regarding the job titles of positions that will be affected and the number of affected employees in each job category will be made available upon request.
- 4. Name and Address of Employees' Collective Bargaining Representatives and Chief Elected Officers:**

Neal Davis for Trans States Airlines Pilots  
Air Line Pilots Association International  
6366 Alamo Avenue  
Clayton, MO 63105

Matt Zurawel for Trans States Airlines Flight Attendants  
International Brotherhood of Teamsters, Local 618  
9040 Lackland  
St Louis, MO 63114

Cc: Mayor Lyda Krewson  
City of St. Louis  
City Hall - Room 200  
1200 Market Street  
St. Louis, Missouri 63103

Mayor Terry Briggs  
City of Bridgeton  
12355 Natural Bridge Road  
Bridgeton, MO 63044

Mayor Matthew G. Robinson  
City of Hazelwood  
415 Elm Grove Lane  
Hazelwood, MO 63042

Mayor Ken McClure  
City of Springfield  
Busch Municipal Building  
840 Boonville Avenue  
Springfield, MO 65802





May 12, 2020

**VIA REGULAR MAIL AND FEDEX (from duplicate senders)**

WARN Coordinator  
Missouri Department of Higher Education and Workforce Development  
Office of Workforce Development  
301 West High Street, Room 870  
Jefferson City, MO 65101

Re: UPDATED NOTIFICATION: Amcor Rigid Packaging USA, LLC  
Facility Closure

Dear Sir or Madam:

Your office was previously notified by way of a letter dated March 19, 2020 that, on or after June 17, 2020, Amcor Rigid Packaging USA, LLC ("Amcor") will begin permanently laying off employees working in its facility located at 5801 N. Lindbergh Blvd, Hazelwood, MO 63042. Please be advised that due to unforeseen circumstances, this timeline has been modified, and Amcor will now be permanently laying off a number of co-workers at the Hazelwood facility beginning on July 17, 2020.

The separations of the affected employees are expected to occur on a recurring basis beginning on or after July 17, 2020 and continuing through October 15, 2020, after which the facility will be closed. The layoffs will be permanent, and no bumping rights will exist following the layoffs. The layoffs are anticipated to occur in four waves:

- Wave 1: On or about July 17, 2020;
- Wave 2: On or about July 31, 2020;
- Wave 3: On or about August 31, 2020; and
- Wave 4: On or about October 15, 2020

A list of the affected job titles and number of employees per classification is attached. None of these employees are represented by a union. This notice is being provided pursuant to the Worker Adjustment and Retraining Notification Act of 1988, which requires employers to give official notice to certain government units or officials of a pending facility closure.



Specialty Containers

Attachment

**Attachment for Dislocated Worker Unit and City Manager**

2020		Exit Date				
Job Title		17-Jul	31-Jul	31-Aug	15-Oct	Grand Total
Coord Materials				1		1
Cycle Counter		1				1
Forklift Operator	4	1	1	2		8
HR Admin Acctg				1		1
Human Resources Mgr		1				1
Inspector	8					8
Leader	1		1			2
Machine Operator I	50					50
Machine Operator II	1					1
Maint III/Maint Tech		2				2
Maintenance I		6				6
Maintenance II		3				3
Materials Manager	1					1
Plant Controller			1			1
Process Engineer		1				1
Production Supervisor	2	1	1			4
Site Manager		1				1
Storeroom Clerk				1		1
<b>Grand Total</b>	<b>68</b>	<b>16</b>	<b>7</b>	<b>2</b>		<b>93</b>



March 19, 2020

**VIA REGULAR MAIL AND FEDEX (from duplicate senders)**

WARN Coordinator  
Missouri Department of Higher Education and Workforce Development  
Office of Workforce Development  
301 West High Street, Room 870  
Jefferson City, MO 65101



Re: Amcor Rigid Packaging USA, LLC – Facility Closure

Dear Sir or Madam:

Please be advised that, on or after June 17, 2020, Amcor Rigid Packaging USA, LLC ("Amcor") will begin permanently laying off employees working in its facility located at 5801 N. Lindbergh Blvd, Hazelwood, MO 63042.

The separations of the affected employees are expected to occur on a recurring basis beginning on or after June 17, 2020 and continuing through August 31, 2020, after which the facility will be closed. The layoffs will be permanent, and no bumping rights will exist following the layoffs. The layoffs are anticipated to occur in four waves:

- Wave 1: On or about June 17, 2020;
- Wave 2: On or about June 30, 2020;
- Wave 3: On or about July 30, 2020; and
- Wave 4: On or about August 31, 2020

A list of the affected job titles and number of employees per classification is attached. None of these employees are represented by a union.

This notice is being provided pursuant to the Worker Adjustment and Retraining Notification Act of 1988, which requires employers to give official notice to certain government units or officials of a pending facility closure.

Attachment



Attachment for Dislocated Worker Unit and City Manager

JOB TITLE	ANTICIPATED LAYOFF DATE - COWORKERS HEADCOUNT				
Row Labels	06/17/2020	06/30/2020	07/30/2020	08/31/2020	Grand Total
<b>Coord Materials</b>	1				1
<b>Cycle Counter</b>	1				1
<b>Forklift Operator</b>	5	1	1	2	9
<b>HR Admin Acctg</b>		1			1
<b>Human Resources Mgr</b>		1			1
<b>Inspector</b>	8				8
<b>Leader</b>	1		1		2
<b>Machine Operator I</b>	57				57
<b>Machine Operator II</b>	1				1
<b>Maint III/Maint Tech</b>		2			2
<b>Maintenance I</b>		7			7
<b>Maintenance II</b>		4			4
<b>Materials Manager</b>		1			1
<b>Plant Controller</b>				1	1
<b>Process Engineer</b>	2				2
<b>Production Supervisor</b>	3			1	4
<b>Quality Assurance Mgr</b>		1			1
<b>Site Manager</b>		1			1
<b>Storeroom Clerk</b>	1				1
<b>Grand Total</b>	<b>80</b>	<b>19</b>	<b>2</b>	<b>4</b>	<b>105</b>



A proud partner of the American JobCenter network®

## Media Inquiries

All media inquiries will be forwarded to the Missouri Department of Higher Education and Workforce Development Communications Team. Please complete the form below and we will respond shortly.

Reporter's Name \*

Media Outlet \*

Phone Number \*

Please include your area code.

Email \*

Confirm Email \*

Deadline \*

Month      Day      Year      A small icon of a calendar grid.

List of Questions \*

Request an Interview? \*

Yes

No

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## Connect with Us!



## Job Seekers

Find a Job using  
MoJobs  
Plan Your Career  
Prepare for the Job  
Find a Job Center -  
Print Map   
Journey to College  
Job Seeker MoJobs  
Login

## Employers

Post a Job using  
MoJobs  
Recruitment  
Incentives  
Business Resources  
Find a Local Business  
Contact   
Employer MoJobs Login

## Community

Equal Opportunity &  
Disability Services  
Missouri Workforce  
System  
Missouri Workforce  
Development Board  
Missouri's Labor Market  
Missouri Eligible  
Training Providers  
Staff Login



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April 2, 2020

**Via E-mail and USPO Mail**

Lisa Marshall  
Employment Transition Team Coordinator  
Missouri Department of Higher Education &  
Workforce Development  
301 W High St  
Suite 870  
Jefferson City, MO 65102  
[Lisa.Marshall@dhewd.mo.gov](mailto:Lisa.Marshall@dhewd.mo.gov)

Re      Notice of Layoff

Dear Ms. Marshall:

As a result of the unforeseeable, dramatic impact to business caused by COVID-19, the resulting natural disaster and state of emergency, along with the subsequent local and state orders affecting our theatre, we are writing to inform you that on April 3, 2020, there will be a layoff at the Alamo Drafthouse Cinema located at 4005 South Avenue, Springfield, Missouri 65807 affecting 8 employees at that location. This layoff results from unforeseeable business circumstances stemming from the Coronavirus, and therefore we are providing as much advance notice to you and our employees as possible. We are hopeful that this layoff implemented on April 3, 2020, will be temporary. However, because of the unforeseen business conditions that have affected our business, we are not able to state with certainty when the layoff will end.

In an abundance of caution, the Company is providing you with this notice. Our need to implement layoffs, including layoffs of these employees, was caused by COVID-19 related business circumstances that were not reasonably foreseeable as of the time that a notice might have been required by the federal WARN Act [29 U.S.C §§ 2101, et seq.]. In the event this layoff is considered a “plant closure” under the federal WARN Act, we are providing notice of our decision now. Assuming that business conditions improve and that government officials permit the business to reopen, the Company is hopeful that the actions it is taking are temporary and that some or all of our employees will be able to return to work in the future.

All 8 affected employees at the above referenced Alamo Drafthouse Cinema in Springfield, Missouri who will be laid off on April 3, 2020, have been notified of the effective date of their layoff.

The attached is a list of the job positions and number of employees at the Springfield, Missouri Alamo Drafthouse Cinema who have been affected by this layoff.

There will not be any bumping rights for the affected employees – that is, employees will not be able to displace more junior employees out of their job positions, as a result of this layoff.

cc: The Honorable Ken McClure (via E-mail, and Mail)

List attached below:

**ATTACHMENT 1**

<b>Job Title</b>	<b>Number of Affected Individuals</b>
Salary Manager	8

**8 Total**

MARCH 23, 2020

**Via Facsimile, E-mail and Certified Mail**

Lisa Marshall  
Employment Transition Team Coordinator  
Office of Workforce Development  
301 W. High Street, Suite 870  
Jefferson City, MO 65102  
573-522-2744  
Fax: 573-751-9528  
[Lisa\\_marshall@ded.mo.gov](mailto:Lisa_marshall@ded.mo.gov)

Re      Notice of Layoff

Dear Lisa:

We are writing to notify you that on March 16, 2020 there was a layoff at the Alamo Drafthouse Cinema located at 4005 South Avenue, Springfield, MO 65807 affecting all employees at that location. This layoff results from unforeseeable business circumstances stemming from the Coronavirus, and therefore we are providing as much advance notice to you and our employees as possible. We are hopeful that this layoff implemented on March 16, 2020 will be temporary. However, because of the unforeseen business conditions that have impacted our business, we are not able to state with certainty when the layoff will end, and it is possible that it may turn into a permanent separation from employment of 6 months or more.

All 199 affected employees at the above referenced Alamo Drafthouse Cinema in Springfield, Missouri have been notified of the effective date of their layoff and that the layoff, although hopefully temporary in nature, may turn into a permanent separation from employment of 6 months or more. Those employees began their layoff on March 16, 2020.

The attached is a list of the job positions and number of employees at the Springfield, Missouri Alamo Drafthouse Cinema who have been affected by the layoff.

There will not be any bumping rights for the affected employees -- that is, employees will not be able to displace more junior employees out of their job positions, as a result of this layoff.

Sincerely,



---

John Martin  
Springboard Ventures, LLC dba  
Alamo Drafthouse Cinemas

cc: The Honorable Ken McClure (via Facsimile, E-mail, and Certified Mail)

Job Title List attached below:

## **ATTACHMENT 1**

<b><u>Job Title</u></b>	<b><u>Number of Affected Individuals</u></b>
Server	84
Kitchen	45
Runner	25
Bar	18
Salary Manager	9
Hourly Manager	8
Tickets	7
Projectionist	3

**199 Total**



May 21, 2020

**Via Certified Mail and E-Mail**

State Rapid Response Coordinator  
Office of Workforce Development  
301 W High St, Suite 870  
Jefferson City, MO 65102  
[lisa\\_marshall@ded.mo.gov](mailto:lisa_marshall@ded.mo.gov)

Re      Announcement of Planned Action

To Whom it May Concern:

This serves as an update to the notice previously provided to you on March 22, 2020. As a result of the unforeseeable, dramatic downturn in business and occupancy caused by the coronavirus natural disaster and the severe travel restrictions that have been imposed along with the state-wide stay at home orders in several states that have also drastically reduced the hotel's occupancy, we are writing to inform you there has been an additional mass layoff at the Hilton Branson Convention Center, 200 East Main Street, Branson, MO 65616 on March 27, 2020. This mass layoff is expected to be temporary. The first separations occurred on March 20, 2020.

The first group of 57 affected employees have been notified of their separation dates and that their separation from employment will be temporary. Those employees were separated on March 20, 2020 with all separations completed by March 25, 2020.

The second group of 70 affected employees have been notified of their separation date and that their separation from employment will be temporary. Those employees were separated on March 27, 2020 or within 14 days of that date.

All 127 separations from both groups were accomplished by March 27, 2020 or within 14 days of that date.

There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this closure.

March 22, 2020

**Via Certified Mail and E-Mail**

State Rapid Response Coordinator  
Office of Workforce Development  
301 W High St, Suite 870  
Jefferson City, MO 65102  
[lisa\\_marshall@ded.mo.gov](mailto:lisa_marshall@ded.mo.gov)

Re     Announcement of Planned Action

To Whom it May Concern:

As a result of the unforeseeable, dramatic downturn in business and occupancy caused by the coronavirus natural disaster, we are writing to inform you that there was a mass layoff at the Hilton Branson Convention Center, 200 East Main Street, Branson, MO 65616 on March 20, 2020. This mass layoff is expected to be temporary. The date of the first separation was on March 20, 2020.

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All 57 affected employees have been notified of their separation dates and that their separation from employment will be temporary. Those employees are expected to be separated from employment beginning on March 20, 2020 with all separations accomplished by March 25, 2020.

There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this closure.

cc: The Honorable Edd Akers, Mayor (Certified Mail)  
Office of the Mayor  
110 West Maddux Street, Suite 210  
Branson, MO 65616

42259062.1

June 1, 2020

**VIA CERTIFIED MAIL**

**WARN Coordinator**

Missouri Department of Higher Education and  
Workforce Development  
Office of Workforce Development PO Box 1087  
Jefferson City, MO 65102

***Re:     WARN Notice for TEI (STLH), LLC.***

To Whom it May Concern:

On behalf of TEI (STLH), LLC (“Four Seasons Hotel St. Louis”), please accept this letter as notification and follow-up to our correspondence dated March 23, 2020. Due to the continued impact of the Coronavirus pandemic (“COVID-19”) and corresponding decline in business levels, employees at Four Seasons Hotel St. Louis, located at 999 N. 2<sup>nd</sup> Street St. Louis, MO 63102, will be permanently laid off starting on or about (DATE).

The Notice is provided in accordance with the Federal Worker Adjustment Retraining Notification Act, 29 U.S.C. §2101 et. seq. (“WARN Act”). Due to the continued loss of business and uncertainty surrounding COVID-19, the layoffs are the result of business circumstances that were not reasonably foreseeable as of the time that notice would have been required. Therefore, notice was provided as soon as practicable under the given circumstances.

A total of 77 individuals will be laid off. A list of the job titles of the affected employees, and the number of employees with each job title, is attached. Employees will not have the right to bump any other employees. No employees are covered by a collective bargaining agreement.

Pursuant to the requirements under the WARN Act, all potentially impacted employees have been notified of the above information as of this date.

<u>Position</u>	<u>Count</u>
Accounting Manager	1
Assistant Food & Beverage Outlet Manager	1
Assistant Room Service Manager	1
Banquet Chef	1
Banquet House Attendant	2
Bar Assistant	1
Bar Manager	1
Bell Attendant	1
Catering Sales / Conference Services Manager	1
Cocktail Server	2
Concierge	1
Conference Services Manager	2
Cook 2	5
Cook 3	3
Engineering Manager	1
Food Runner	1
Front Desk Receptionist	5
General Maintenance	1
Group Rooms Coordinator	1
Group Sales Manager	1
Guest Recognition Specialist	1
Guest Service Agent	1
Guestroom Attendant Self Inspector	7
Host/ess	2
Housekeeping House Attendant	1
Pastry Cook 2	2
Pastry Sous Chef	1
Plant/Shift Engineer	2
PM Server	1
Public Area Attendant	1
Receiving Clerk	1
Room Service Server	5
Sales Coordinator	1
Senior Conference Services Manager	1
Server Assistant/Busperson	3
Sous Chef	1
Spa Attendant	1
Spa Manager	1
Spa/Health Club Receptionist	5
Storeroom Clerk	1





March 23, 2020

**SENT VIA CERTIFIED MAIL**

WARN Coordinator

Missouri Department of Higher Education and Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

*Re:     WARN Notice for TEI (STLH), LLC.*

To Whom It May Concern:

Please accept this letter as notification on behalf of TEI (STLH), LLC ("Four Seasons Hotel St. Louis") that due to the unforeseeable, unanticipated and substantial reduction in business levels resulting from the sudden and widespread impact of an infectious disease pandemic known as Coronavirus Disease 2019 ("COVID-19"), employees at Four Seasons Hotel St. Louis, located at 999 N. 2<sup>nd</sup> Street St. Louis, MO 63102, will be furloughed starting on or about March 25, 2020 12:00pm. The restaurant, bar, and spa were closed for the foreseeable future, effective March 18, 2020. Four Seasons Hotel St. Louis will be closed for business starting on or about March 25, 2020 12:00pm for the foreseeable future.

This Notice is provided to you in accordance with the Federal Worker Adjustment Retraining Notification Act, 29 U.S.C. §2101 et. seq. ("WARN Act"). This notice is unfortunately provided less than 60 days before the effective date of furlough. While the WARN Act ordinarily requires 60-days advance notice, due to the rapid spread of the pandemic COVID-19, compliance with such requirement was not possible as the furlough was the result of business circumstances that were not reasonably foreseeable at the time that notice would have been required. Therefore, this notice is given as soon as practicable under the given circumstances.

A total of 291 individuals who are employed at Four Seasons Hotel St. Louis will be furloughed by TEI (STLH), LLC. A list of the job titles of the employees who will be affected by the furlough, and the number of employees with each job title, is attached.

The furlough will start on or about March 25, 2020 12:00pm. TEI (STLH), LLC. intends this furlough to be temporary; however, given the unknown certainty surrounding COVID-19, it is possible that this furlough could become permanent. Employees will not have the right to bump any other employees. No employee is covered by a collective bargaining agreement.

<b>Business Title</b>	<b># of Employees</b>
Accounting Coordinator	1
Accounting Manager	1
F&B Administrative Assistant (S)	1
Assistant Banquet Manager	1
Assistant Credit Manager	1
Assistant Director of Finance	1
Assistant Director of People and Culture	1
Assistant Engineering Manager	1
Assistant Food & Beverage Outlet Manager (Management)	3
Assistant Front Desk Manager	1
Assistant Housekeeping Manager	1
Assistant Reservations Manager	1
Assistant Room Service Manager	1
Assistant Spa Manager	1
Banquet Captain (Non-Management)	4
Banquet Chef	
Banquet House Attendant	3
Banquet Server	40
Bar Assistant	3
Bar Manager	1
Bar Supervisor	2
Bartender	4
Bell Attendant	1
Catering Administrative Assistant	1
Catering Sales / Conference Services Manager	2
Chef de Cuisine	
Chef de Partie	5
Coat Check	1
Cocktail Server	2
Concierge	2
Conference Services Manager	3
Cook 1	4
Cook 2	9
Cook 3	8
Core Coordinator	2
Core Supervisor	1

Corporate and Travel	
Industry Sales Coordinator	1
Director of Catering	1
Director of Finance	1
Director of Food and Beverage	1
Director of Housekeeping	1
Director of Information Technology	1
Director of Marketing	1
Director of Public Relations	1
Director of Rooms	1
Engineering Manager (DH)	1
Esthetician	3
Executive Steward	1
Floor Supervisor (Non-Management)	1
Food Runner	4
Front Desk Receptionist (Non-Management)	5
Front Office Manager	1
General Maintenance	1
General Manager	1
Group Rooms Coordinator	1
Group Sales Manager	4
Guest Recognition Specialist	
Guest Service Agent	2
Guest Services Supervisor	1
Guestroom Attendant Self Inspecor	18
Hair Stylist	3
Health Club Attendant	3
Host/ess	6
Housekeeping House Attendant	3
Information Technology Specialist (Non-Management)	1
Lead Esthetician	1
Lead Therapist	1
Learning & Development Manager	1
Mechanic (Non-Management)	1
Nail Technician	4
Night Manager	1
Pastry Chef de Partie	1
Pastry Cook I	1
Pastry Cook II	3
People and Culture Manager	1
Plant/Shift Engineer	5
Public Area Attendant	3

Purchasing Manager	1
Receiving Clerk	1
Regional Golden Sales & Catering Operator	1
Reservations Agent (Non-Management)	2
Restaurant General Manager	1
Room Service Server	9
Sales Coordinator	1
Security Manager (DH)	1
Senior Sales Manager	1
Server	15
Server Assistant/Busperson	7
Sommelier (Non-Management)	1
Sous Chef (Management)	4
Spa Attendant	1
Spa Coordinator & Inventory Specialist	1
Spa Director	1
Spa Groups & Membership Supervisor	1
Spa Therapist	18
Spa/Health Club Receptionist	5
Stewarding Supervisor	1
Storeroom Clerk	1
Turndown Attendant	5
Utility Steward	6
<b>TOTAL Employees</b>	<b>291</b>

# SCHULTE COMPANIES

March 23, 2020

VIA CERTIFIED U.S. MAIL

Missouri Department of Higher Education and Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
Attn: WARN Coordinator

RE:     WARN Act Notice

Dear WARN Coordinator,

This letter is to notify you that, pursuant to the federal Worker Adjustment and Retraining Act of 1988 (WARN, Public Law 100-379), Schulte Companies and its affiliated companies, including, without limitation, Schulte Hospitality Group, Inc. (collectively, the "**Company**"), will experience a material reduction in its workforce, and a number of Company employees will experience layoffs and/or furloughs as a direct result of the significant downturn in business due to the novel coronavirus (COVID-19) pandemic currently plaguing the world. The affected Company locations are (i) 3550 Samuel Shepard Dr, St. Louis, MO 63103, (ii) 13639 Riverport Dr., Maryland Heights, MO 63043, (iii) 9801 Natural Bridge Road, St. Louis, MO 63134, and (iv) 525 S Jefferson Ave, St. Louis, MO 63103.

The Company plans to initiate a series of mass layoffs of 229 employees, in addition to traditional terminations, where and as required. A list of the job titles of the affected positions, and the approximate number of affected employees in each job title is attached hereto as **Schedule I**. It is the Company's hope that these layoffs will be temporary, but given the pronounced impact of the COVID-19 pandemic on the global economy generally, and the Company's business operations (*i.e.*, hospitality management) specifically, these layoffs may be permanent. The expected time period for the first separation of employees is March 16, 2020 through June 30, 2020. Given the speed and breadth of the spread of COVID-19, its deleterious effect on the global business environment and the sudden, unforeseeable and dramatic business circumstances surrounding the virus, the Company was unable to comply with the statutory sixty (60) day notice requirement. Considering the unprecedented nature of the COVID-19 pandemic, the Company continues to assess the situation and its business outlook on a regular basis.

The Company does not recognize strict seniority rights, but may take seniority into consideration as a factor in determining which employee to lay off or furlough and the timing of each employee's layoff. Seniority also will be considered as a factor in rehiring employees. However, seniority will be just one of many factors in these decisions, and other factors, such as business necessity, expertise and past experience and performance will also be taken into consideration in making these decisions.

# SCHULTE COMPANIES

## Schedule I

ESTIMATED NUMBER OF LAYOFFS BY CATEGORY	
JOB TITLE	APPROXIMATE NUMBER OF ASSOCIATES AFFECTED
Accounting Clerk	1
Auditor	3
AV Manager Salary	1
AV Technician	1
Banquet Bartender	1
Banquet Captain	5
Banquet Manager Salary	1
Banquet Server	27
Banquet Set-Up	1
Banquet Utility	7
Bartender	7
Bellperson	14
Breakfast Bar Attendant	12
Catering Manager Salary	1
Chief Engineer Salary	1
Concierge	2
Controller	1
Cook Hourly	11
Director of Catering	1
Director of Sales	1
Dish Steward	4
Dishwasher Steward SFO	1
Event Coordinator	3
Exec Chef Salary	1
Executive Housekeeper	4
Front Office Manager Salary	3
Guest Service Representative	8
Hostess	3
Hostess Cashier	2
Houseperson	5
Human Resources Manager	1
Laundry Attendant	10
Lobby Attendant	4
Maintenance Engineer	6
PBX Attendant	3
Reservations Manager Salary	1
Restaurant Supervisor Hourly	3
Room Attendant	28
Room Service Server	6

<b>Room Utility</b>	<b>2</b>
<b>Rooms Inspector</b>	<b>4</b>
<b>Sales Manager Salary</b>	<b>7</b>
<b>Server</b>	<b>12</b>
<b>Sous Chef Salary</b>	<b>2</b>
<b>Valet Attendant</b>	<b>7</b>

**VIA: CERTIFIED MAIL/ RETURN RECEIPT REQUESTED**

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

March 24, 2020

Re: WARN Notice – Mass Layoff in light of COVID-19

Dear WARN Coordinator:

As required by the Worker Adjustment and Retraining Notification (“**WARN**”) Act, this letter provides you with the following information regarding a mass layoff of employees of PLE Enterprises, Inc. d/b/a Rolling Hills Auto Plaza (the “**Company**”):

- 1) **Timing of Layoffs.** The layoffs began on March 23, 2020. We anticipate further layoffs will be required, depending on the pandemic.
- 2) **Employment Site.** The names and addresses of the employment sites where the mass layoffs will occur are as follows:

Rolling Hills Nissan  
3801 Sherman Ave.  
St. Joseph, MO 64508

Rolling Hills Honda  
1617 Cross St b  
St. Joseph, MO 64506

Rolling Hills Toyota  
1617 Cross St a  
St. Joseph, MO 64506

- 4) **Layoff Is Temporary.** The mass layoff by the Company is temporary.
- 5) **Positions Affected.** The job titles of the positions affected and the number of affected employees in each job classification are listed in the attached Appendix A.
- 6) **No Bumping Rights.** No contractual bumping rights exist with the Company employees.
- 7) **No Union Representation.** No union represents any of the affected employees.
- 8) **Timing of Notice.** The Company is supplying this WARN notice to you as soon as administratively practicable. The timing of this notice is less than 60 days prior to the mass layoff because of the unforeseeable circumstance of the COVID-19 and its rapid and unprecedented spread through our country (and world, for that matter).

## APPENDIX A

The following table identifies the list of job titles for the positions affected and the number of affected employees in each job classification (as of March 23, 2020).

Before the permanent layoffs, Crossroads Hotel had 151 employees, and the impact of COVID-19 has forced the hotel to permanently separate 51 employees (30 Full-Time employees; 21 Part-Time employees) as of July 30, 2020. Currently there are 38 employees active, and 62 employees remain on temporary lay-off and will eventually be recalled back to work when business demands increase.

For the safety and well-being of the employees and guests and to abide by local ordinances and CDC guidelines, the hotel continues to place their re-opening efforts. Crossroads Hotel is a non-unionized workforce and enclosed is a list of the impacted job titles. Each associate who was temporarily laid off, and now permanently disposed, have been contacted personally by phone and received follow-up written notification.

This letter serves as an updated notice pursuant to the federal Worker Adjustment and Retraining Act of 1988 (WARN, Public Law 100-379) submitted previously March 26, 2020. The Crossroads Hotel, managed by Aparilum Hospitality Services LTD, has implemented a permanent layoff for 51 employees at 2101 Central St, Kansas City, MO 64108, effective July 30, 2020 due to the impact of COVID-19. Impacted employees were originally notified of a temporary layoff during the week of March 16, 2020. The affected employees who were placed on temporary layoff and are now impacted by a permanent layoff were informed beginning the week of July 20, 2020.

Dear WARN Coordinator,

WAARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
July 30, 2020



#	JOB TITLE	# OF EMPLOYEES	TOTAL
1	Accounting Clerk	1	
2	Bartender	1	
3	Bus Person	9	
4	Cook	13	
5	Engineer	2	
6	F&B Coordinator	1	
7	F&B Director	1	
8	Group Sales Manager	1	
9	Guest Services Manager	1	
10	HR Coordinator	1	
11	Purchasing Clerk	1	
12	Reservations	1	
13	Room/House Attendant	4	
14	Server	14	
			51

List of permanently laid-off job titles as of July 30, 2020 at Crossroads Hotel at 2101 Central St, Kansas City, MO 64108.

# APARIUM

- 4 employees remain employed
- 20 employees who have worked less than six (6) months
- 55 Part-Time employees
- 100 Full-Time employees

Laid off, as of March 22, 2020.

Before the Temporary Layoffs, Crossroads Hotel had 155 employees, 151 employees have been temporarily

- The letter serves as a WARN notice
- The associate does not have bumping rights
- The name and telephone number of a company official to contact
- The duration of the temporary layoff is unknown
- The effective date of the associate's temporary lay-off

associate who was temporarily laid off has received a notification, that stated:

The Crossroads Hotel is a non-unionized workforce and attached is a list of the impacted job titles. Each

asked for an exception to the WARN Act 60-day notification due to unforeseeable business circumstances. Due to the rapid onset of COVID-19 and the executive orders by Governor Parsons, the Crossroads Hotel is

is unknown.

to the public. We are hopeful that this is temporary, although the date when the hotel may resume operations for the safety and well-being of the employees, the hotel has temporarily suspended services and is not open

This letter serves as an official notice that the Crossroads Hotel, managed by Aparium Hospitality Services began March 1<sup>st</sup> and ended on March 22<sup>nd</sup> of this year, due to the impact of COVID-19. LTD, has implemented a temporary layoff for employees at 2101 Central St, Kansas City, MO 64108, which

Dear WARN Coordinator,

Jefferson City, MO 65102  
PO Box 1087  
Office of Workforce Development  
Missouri Department of Higher Education & Workforce Development  
WARN Coordinator

March 26, 2020

APARIUM

#	JOB TITLE	# OF EMPLOYEES	TOTAL
1	Accounting Clerk	1	
2	Accounting Manager	1	
3	Ambassador (Front Desk)	7	
4	Assistant Chef Engineer	1	
5	Banquet Chef	1	
6	Servier	54	
7	Banquets Manager	1	
8	Barback	9	
9	Barender	13	
10	Catering Sales Manager	1	
11	Chief Engineer	1	
12	Cook	20	
13	Director of Food and Beverage	1	
14	Director of Human Resources	1	
15	Director of Lifestyle	1	
16	Dishwasher	3	
17	Engineer (Maintenance)	2	
18	Events Manager	1	
19	Executive Chef	1	
20	Executive Housekeeper	1	
21	Food & Beverage Coordinator	1	
22	Food & Beverage Manager	3	
23	Restaurant Manager	1	
24	Sales Manager	1	
25	Guest Service Manager	1	
26	Guest Services Supervisor	2	
27	Housekeeping Attendant	10	
28	Housekeeping Supervisor	1	
29	Human Resources Coordinator	1	
30	Host	2	
31	Sales Coordinator	1	
32	Receiving Clerk	1	
33	Reservations Agent	1	
34	Sous Chef	4	

List of impacted job titles at Crossroads Hotel at 2101 Central St, Kansas City, MO 64108.

# APARILUM

Before the permanent layoffs, Crossroads Hotel had 151 employees, and the impact of COVID-19 has forced the hotel as of September 26, 2020 to permanently separate 70 employees (47 Full-Time employees; 23 Part-Time employees), and 28 employees chose to resign when recalled back to work. Currently there are 53 employees actively employed at Crossroads Hotel as of the date of this notification. Further permanent layoffs are not expected, and no associates remain on temporary lay-off.

For the safety and well-being of the employees and guests and to abide by local ordinances and CDC guidelines, the hotel continues to pace their re-opening efforts. Crossroads Hotel is a non-unionized workforce and enclosed is a list of the impacted job titles. Each associate who was temporarily laid off, and now permanently disposed, were contacted personally and received follow-up written notification.

This letter serves as an updated and final notice pursuant to the federal Worker Adjustment and Retraining Act of 1988 (WARN, Public Law 100-379) originally submitted on March 26, 2020. The Crossroads Hotel, managed by Aparilum Hospitality Services LTD, has implemented a final and permanent layoff for 70 employees at 2101 Central St, Kansas City, MO 64108, effective September 26, 2020 due to the impact of COVID-19. Impacted employees were originally notified of a temporary layoff during the week of March 16, 2020.

Dear Ms. Wiedeholt,

Ms. Becky Wiedeholt  
WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

October 15, 2020

APARILUM

#	JOB TITLE	# OF EMPLOYEES	TOTAL
1	Accounting Clerk	1	
2	Barback	2	
3	Bartender	4	
4	Chief Engineer	1	
5	Cook	16	
6	Dishwasher	2	
7	Engineer	2	
8	Food and Beverage Coordinator	1	
9	Food and Beverage Director	1	
10	Food and Beverage Manager	1	
11	Group Sales Manager	1	
12	Guest Service Supervisor	1	
13	House Attendant	2	
14	Human Resources Coordinator	1	
15	Public Space Attendant	2	
16	Purchasing Clerk	1	
17	Reservation Agent	1	
18	Room Attendant	1	
19	Server	15	
20	Server Assistant	11	
21	Sous Chef	3	
		70	

List of permanently laid-off job titles as of September 26, 2020 at Crossroads Hotel at 2101 Central St, Kansas City, MO 64108.

**AM**  
**ADAM'S MARK**  
HOTEL & CONFERENCE CENTER

To: Missouri Department of Economic Development; Mayor Quinton Lucas

From: Jason Milbradt, General Manager

Date: March 20, 2020

Re: Adam's Mark Hotel & Conference Center, 9103 E. 39<sup>th</sup> St., Kansas City, MO 64133 Layoff  
Effective Tuesday, March 17, 2020 at 12:00 p.m.

In light of the covid-19 national emergency that was declared on Friday March 13, 2020, the increasing number of restrictions and guidelines being issued by federal, state and local authorities, and the precipitous downturn in the hospitality industry, I regret to inform you that we have determined to shut down the Adams Mark Hotel, indefinitely. The shut-down will be effective on Tuesday, March 17, 2020, at 12:00pm. We are hopeful that the country will be able to recover quickly from the current situation and, if and when we are able, we may re-open the Adams Mark Hotel. When we do, we will contact all current employees to return, depending on business forecasts. In the meantime, we will be laying off 138 employees except for a skeleton crew needed to ensure the basic integrity of the building and an ability to respond to any emergencies that may arise. We have selected and notified the skeleton crew that will remain active for the time being. There are no "bumping rights," which means an employee does not have the right to take another employee's position. The employees were not represented by a union.

Final paychecks and earned vacation were direct deposited on Wednesday, March 18, 2020. For those who have not selected the direct deposit feature, physical paper checks were mailed to the address of record on Thursday, March 19, 2020.

Adam's Mark Hotel & Conference Center  
9103 East 39th Street / Kansas City, MO 64133  
T: (816) 737-0200 / F: (816) 737-4745 / [www.AdamsMarkKC.com](http://www.AdamsMarkKC.com)



Alsco Inc.  
505 E 200 S  
Salt Lake City, UT 84102

March 25, 2020

**VIA US MAIL and EMail**

WARN coordinator  
Missouri Department of Higher Education  
& Workforce Development  
Office of Workforce Development PO Box 1087  
Jefferson City, MO 65102

ETT.DWD@dhewd.MO.gov

To Whom It May Concern:

This letter is to inform you that as a result of business circumstances that were not reasonably foreseeable as of the time that notice would have been required resulting from the sudden and unprecedented effects of the coronavirus (COVID-19) outbreak on our business, Alsco will conduct layoffs at its St. Louis branch, located at 315 Lynch St., St. Louis, MO 63118.

This is a partial closure; not all employees at the branch will be impacted. At this time and based on the information currently available, the layoffs are effective immediately and will be indefinite, with the hope of returning employees within six (6) months. Enclosed is a listing of the job titles of positions to be affected, and the number of affected employees in each job classification.

Some of the affected employees are represented by the Chicago & Midwest Regional Joint Board – Workers United/SEIU (CMRJB). The chief elected officer of CMRJB is Kathy Hanshew and her address is 333 S. Ashland Ave., Chicago, IL 60607. Some of the affected employees are represented by Teamsters Local Union #682 and The International Brotherhood of Teamsters. The chief elected officer of Teamsters Local Union #682 is Ed Kimbral and his address is 5730 Elizabeth Ave., St. Louis, MO 63110. The chief elected officer of The International Brotherhood of Teamsters is James P. Hoffa and his address is 25 Louisiana Ave., N.W., Washington, D.C. 20001. Affected Employees covered by these CBAs do have bumping rights

We apologize that we were unable to provide more advance notice of the action. We are providing this notice as soon as possible in light of the rapidly-developing events surrounding COVID-19, which is now recognized as a global pandemic, natural disaster, and physical calamity. As you know, the World Health Organization recently declared a pandemic, the President of the United States has declared a National Emergency, and the Mayor of Memphis has declared a State of Emergency. There are numerous government and health directives impacting our business and

making it impossible to continue operations for the time being. The speed and vast impact of the coronavirus outbreak is unprecedented. After reviewing our staffing and business needs, we are providing this notice at the earliest possible time.

We are providing this information out of an abundance of caution based on information currently available. You may contact me at the phone number listed below if you have questions or want additional information.

Sincerely,

Enclosure (list of job titles of positions to be affected, the number of affected employees in each job classification, and schedule of separations)

## Attachment A

<b>Job Titles</b>	<b>Number Impacted</b>	<b>Separation Date(s)</b>
Production Employees	28	3/26/20
Route Sales Representatives	9	3/26/20
Office Clerks	1	3/26/20
Custodian	1	3/26/20

4845-0861-1767, v. 1



March 23, 2020

WARN Coordinator  
Missouri Department of Higher Education and Workforce  
Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

RE: Notice Pursuant to Federal Worker Adjustment and Retraining Notification Act  
("WARN")

Dear WARN Coordinator:

This notice is to advise you of a mass layoff under the federal Worker Adjustment Retraining Notification Act, 29 U.S.C. § 2101 *et seq.* ("WARN"). The layoff is a result of the unforeseeable, dramatic downturn in business caused by the coronavirus natural disaster and the resulting automaker shutdowns and resulting impact on production. The layoff will affect the facility located at Spartan Light Metal Products 2510 Lakeview in Mexico, Missouri 65265 on March 26, 2020. This mass layoff is expected to be temporary. The expected date of the first separation will be March 26, 2020.

It is anticipated that 332 employees will be affected. All affected employees have been or will be notified of their separation dates. A listing of job titles impacted is attached as Exhibit A. The affected employees are not represented by a union. There will not be any bumping rights for the affected employees, that is, employees will not be able to displace more junior employees out of their job positions as a result of this closure.

This notice is intended to comply with the Company's notice obligations, if any, under the federal Worker Adjustment and Retraining and Notification Act ("WARN Act"), 29 U.S.C. §§ 2101-2109. The giving of this notice, however, shall not constitute an acknowledgement by the Company of any obligations under the WARN Act in the event the effects of the layoff are such that the WARN Act requirements do not apply.

## Spartan Light Metal Products - Impacted by Job Job Title

Name of Position	Total	Name of Position	Total	Name of Position	Total
Accounting Specialist	0	Human Resources Administrator	1	Quality Engineer	2
Accounts Payable Specialist	1	Human Resources Manager	1	Quality Manager	1
Administrative Assistant	1	Intern, Die Buildup	0	Quality Working Group Leader	2
Applications Engineer	0	Intern, Engineering	0	Safety & Environmental Manager	1
Auditor	20	Intern, Finance	0	Safety Admin	0
Automation Technician	0	IT Support Specialist	0	Senior Cost Accountant	0
BIT Leader	4	Line Lead	19	Senior Customer Service Representative	1
CDL Driver - Shipping	3	M & A Operator	101	Senior Engineer	0
CDL Driver-Shipping	0	Machining Applications Engineer	0	Senior Process Engineer	0
CNC Lathe Operator	1	Machining Applications Working Group Leader	0	Server/Exchange Administrator	1
CNC Maintenance Technician	0	Machining Process Engineer	0	Shift Facilitator	2
CNC Specialist	7	Maintenance and Facilities Manager	1	Shipper	8
CNC Working Team Leader	1	Material Handler	9	Site Lean Coordinator	0
Continuous Improvement Leader	0	Melt Technician	3	Supplier	0
Customer Service Representative	0	Operations Manager	1	Supply Crib Attendant	2
Customer Services Representative	0	Operations Specialist	3	Support Services Technician	11
DBU/Tooling Working Team Leader	1	Operations Support Manager	1	Support Services Working Team Leader	2
Die Cast Operator	47	Operations Trainer	0	Technical Services Assistant	1
Die Services Lead	0	Planner/Buyer	1	Test	0
Die Services Technician	14	Preventative Maintenance Technician	5	TEST Supply Crib	0
Document Control	1	Process Control Manager	1	Tool Maker Technician	0
Engineer Working Group Leader	1	Process Engineer - Die Cast	1	Tool Room Machinist	5
Engineering Assistant	1	Process Technician	10	Tool Setter	0
Engineering Manager	1	Process Working Team Leader	0	Tooling Engineer	1
Entry Level Engineer	3	Product Engineer	2	Toolseter	2
Entry Level Process Engineer	0	Production Accounting Specialist	1	Training Coordinator	1
Entry Level Quality Engineer	1	Production Scheduler Coordinator	0	Utility Worker	2
Facilities/Support Technician	1	Purchasing Coordinator	0	VP, Operations	1
Finance Manager	0	Purchasing Supervisor	1	Working Team Leader	12
Fulfillment Manager	1	Quality Administrator	1	<b>Total</b>	<b>332</b>
Fulfillment/CS Supervisor	0	Quality Administrator/Document Control	0		

March 20, 2020

WARN Coordinator  
MO Dept. of Higher Education & Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

RE: Notice Pursuant to Federal Worker Adjustment and Retraining  
Notification Act (“WARN”)

Dear WARN Coordinator:

This notice is to advise you of a mass layoff under the federal Worker Adjustment Retraining Notification Act, 29 U.S.C. § 2101 *et seq.* (“WARN”). The layoff is a result of the unforeseeable, dramatic downturn in business caused by the coronavirus natural disaster and the resulting automaker shutdowns and resulting impact on production. The layoff will affect the facility located at 4649 Hwy MM in Hannibal, MO on March 23, 2020. This mass layoff is expected to be temporary. The expected date of the first separation will be March 23, 2020.

It is anticipated that 72 employees will be affected. All affected employees have been or will be notified of their separation dates. A listing of job titles impacted is attached as Exhibit A. The affected employees are not represented by a union. There will not be any bumping rights for the affected employees, that is, employees will not be able to displace more junior employees out of their job positions as a result of this closure.

This notice is intended to comply with the Company’s notice obligations, if any, under the federal Worker Adjustment and Retraining and Notification Act (“WARN Act”), 29 U.S.C. §§ 2101-2109. The giving of this notice, however, shall not constitute an acknowledgement by the Company of any obligations under the WARN Act in the event the effects of the layoff are such that the WARN Act requirements do not apply.

<b>Job Name</b>
Die Cast Operator
Quality Auditor
Support Services Team Leader
Support Services Tech
Quality Administrator
Tool Maker
Material Handler
Shift Leader
BIT Leader
Engineer
Quality Manager
Human Resources
VP of Operations
Customer Service



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14951 Dallas Parkway, Suite 200, Dallas, Texas 75254  
P: (214) 736-7900 | F: (214) 5948359

March 23, 2020

Via Email Only (ETT.DWD@dhewd.mo.gov)  
WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Kansas City, MO

Re: WARN Notice from America's Auto Auction Kansas City, Inc. 84-3194537

Dear Rapid Response Team:

This is to notify you that as a result of the unforeseen circumstances associated with the pandemic and Missouri Governor Mike Parson instituting a stay at home order for all people and non-essential businesses requires America's Auto Auction Kansas City, Inc. to implement temporary layoffs for an unknown duration. Pursuant to the Worker Adjustment Retraining and Notification Act, 29 U.S.C. § 2101, this is notice that America's Auto Auction, Inc., plans to announce mass layoffs beginning March 23, 2020 at its 11101 North Congress, Kansas City, MO location.

The effective date of the temporary employee layoffs is March 17, 2020. Additional temporary lay-offs and terminations may occur between March 17 and April 30, 2020. Due to the sudden and unexpected nature of the virus outbreak, the timing of the government mandated shutdown announcement, and its adverse effect on our business operations, we were prevented from providing notice sooner and are providing this notice to affected employees as soon as practicable.

The remaining information required by 20 C.F.R. §639.7(e) is maintained and available on site upon request.



March 26, 2020

WARN Coordinator

Missouri Department of Higher Education and Workforce Development  
Office of Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Dear WARN Coordinator:

Please be advised pursuant to the Worker Adjustment and Retraining Notification Act (29 U.S.C. § 2101 *et seq.*) that Gaming Partners International intends to cease permanently all production activities effective immediately and to permanently close the facility located at 2925 NW Highway 7 in Blue Springs, Missouri on May 26, 2020. There are 112 employees who worked at the Blue Spring facility as of the date the Company ceased production activities.

In lieu of 60 days advance notice of ceasing production operations, each production employee will continue to receive pay and benefits through May 26, 2020. A limited number of employees will continue to be actively employed at the Blue Springs facility in order to assist in winding down operations and closing the facility. A listing of the individuals who occupied production positions and those who are being offered the opportunity to assist in winding down and closing the facility is attached.

In addition to continued pay and benefits through May 26, 2020, each production employee is being offered a separate Severance Benefit in exchange for the employee's execution of a Severance Benefit and Release Agreement. Each employee who elects to remain actively employed to assist with winding down and closing the facility is being offered a Retention Bonus in addition to the Severance Benefit.

Attachment

**Gaming Partners International USA, Inc.**  
 Blue Springs, Missouri

Position Description	Gender	Age	Not Retained	Retained
ROLLEM I	F	65 Yrs, 11 Mos	X	
PRE-SHUFFLE III	M	23 Yrs, 7 Mos	X	
ROLLEM IV	M	42 Yrs, 5 Mos	X	
AUTOMATIC PRE-SHUFFLE II	M	22 Yrs, 8 Mos	X	
ROLLEM IV	M	39 Yrs, 5 Mos	X	
ROLLEM III	F	39 Yrs, 3 Mos	X	
DISTRIBUTION MANAGER	M	41 Yrs, 1 Mos	X	
ROLLEM IV	M	38 Yrs, 3 Mos	X	
AUTOMATIC PRE-SHUFFLE II	F	44 Yrs, 5 Mos	X	
ROLLEM III	M	24 Yrs, 11 Mos	X	
R. P. FLEX OPERATOR	F	50 Yrs, 2 Mos	X	
QUALITY INSPECTOR	F	21 Yrs, 0 Mos	X	
ROLLEM IV	M	50 Yrs, 1 Mos	X	
MAINTENANCE TECHNICIAN	M	58 Yrs, 3 Mos	X	
PRODUCTION MANAGER	F	50 Yrs, 1 Mos	X	
MAINTENANCE TECHNICIAN	M	50 Yrs, 3 Mos	X	
AUTOMATIC PRE-SHUFFLE I	F	21 Yrs, 3 Mos	X	
PRE-SHUFFLE II	F	24 Yrs, 10 Mos	X	
ROLLEM III	F	55 Yrs, 9 Mos	X	
QUALITY INSPECTOR	M	63 Yrs, 0 Mos	X	
QUALITY INSPECTOR	F	30 Yrs, 7 Mos	X	
PILE TURNER	M	60 Yrs, 2 Mos	X	
ROLLEM IV	F	44 Yrs, 11 Mos	X	
ROLLEM II	F	31 Yrs, 5 Mos	X	
ROLLEM TRAINER	M	44 Yrs, 9 Mos	X	
ROLLEM II	F	58 Yrs, 8 Mos	X	
INVENTORY CONTROL CLERK I	M	67 Yrs, 8 Mos	X	
PLASTIC OPERATOR	F	46 Yrs, 4 Mos	X	
PRE-SHUFFLE I	M	28 Yrs, 5 Mos	X	
ROLLEM I	F	61 Yrs, 8 Mos	X	
AUTOMATIC PRE-SHUFFLE I	M	34 Yrs, 6 Mos	X	
ROLLEM I	F	29 Yrs, 2 Mos	X	
INVENTORY CONTROL CLERK II	M	48 Yrs, 3 Mos	X	
ROLLEM IV	M	56 Yrs, 2 Mos	X	
ROLLEM IV	M	30 Yrs, 6 Mos	X	
APS	M	45 Yrs, 3 Mos	X	
DIRECTOR OF OPERATIONS BLUE SPRINGS	M	46 Yrs, 11 Mos		X
AUTOMATIC PRE-SHUFFLE II	M	49 Yrs, 3 Mos	X	
PRESSMAN	M	36 Yrs, 4 Mos	X	
PRODUCTION SUPERVISOR	F	50 Yrs, 2 Mos	X	
PRESS FEEDER	M	42 Yrs, 0 Mos	X	
PRESS FEEDER	M	25 Yrs, 6 Mos	X	
QUALITY INSPECTOR	F	22 Yrs, 9 Mos	X	
PRODUCTION MANAGER	M	36 Yrs, 2 Mos	X	

HUMAN RESOURCE MANAGER	F	47 Yrs, 8 Mos	X
DISTRIBUTION LEAD	M	58 Yrs, 4 Mos	X
PRE-SHUFFLE II	F	62 Yrs, 2 Mos	X
INVENTORY CONTROL SPECIALIST	F	41 Yrs, 1 Mos	X
DISTRIBUTION CLERK	M	19 Yrs, 6 Mos	X
PRESSMAN	M	32 Yrs, 4 Mos	X
R. P. FLEX OPERATOR	F	44 Yrs, 0 Mos	X
ROLLEM III	F	49 Yrs, 7 Mos	X
PRE-SHUFFLE II	F	52 Yrs, 4 Mos	X
SYSTEM ADMINISTRATOR	M	40 Yrs, 11 Mos	X
ROLLEM IV	M	74 Yrs, 10 Mos	X
PRESSMAN	M	53 Yrs, 1 Mos	X
PRESSMAN	M	53 Yrs, 8 Mos	X
MASTER SCHEDULER	F	41 Yrs, 10 Mos	X
DISTRIBUTION CLERK	F	27 Yrs, 3 Mos	X
PRESHUFFLE I	F	57 Yrs, 0 Mos	X
ROLLEM IV	M	30 Yrs, 5 Mos	X
PRE-SHUFFLE II	M	51 Yrs, 0 Mos	X
PRESS FEEDER	M	26 Yrs, 4 Mos	X
ROLLEM III	M	25 Yrs, 11 Mos	X
AUTOMATIC PRE-SHUFFLE II	F	44 Yrs, 4 Mos	X
R. P. FLEX OPERATOR	F	47 Yrs, 10 Mos	X
PRESS FEEDER	M	25 Yrs, 2 Mos	X
PRE-SHUFFLE II	F	44 Yrs, 1 Mos	X
AUTOMATIC PRE-SHUFFLE I	F	54 Yrs, 7 Mos	X
ROLLEM III	M	20 Yrs, 7 Mos	X
ROLLEM IV	M	27 Yrs, 3 Mos	X
PRESS FEEDER	M	48 Yrs, 11 Mos	X
ROLLEM III	F	32 Yrs, 0 Mos	X
ROLLEM IV	M	61 Yrs, 9 Mos	X
PILE TURNER	M	56 Yrs, 11 Mos	X
ROLLEM I	M	48 Yrs, 3 Mos	X
MAINTENANCE SUPERVISOR	M	64 Yrs, 10 Mos	X
ROLLEM IV	F	33 Yrs, 1 Mos	X
PILE TURNER	M	54 Yrs, 2 Mos	X
ROLLEM I	F	58 Yrs, 2 Mos	X
SCHEDULING SUPPORT	F	51 Yrs, 4 Mos	X
PILE TURNER	M	29 Yrs, 3 Mos	X
PARTS CLERK AND SCHEDULER	M	63 Yrs, 5 Mos	X
SENIOR PRODUCTION MANGER	M	58 Yrs, 4 Mos	X
ROLLEM I	F	74 Yrs, 7 Mos	X
CTP OPERATOR	F	41 Yrs, 1 Mos	X
PRESS FEEDER	M	45 Yrs, 7 Mos	X
MATERIAL HANDLER	M	26 Yrs, 2 Mos	X
LEAD MAINTENANCE TECHNICIAN	M	37 Yrs, 1 Mos	X
ROLLEM I	F	44 Yrs, 1 Mos	X
PRESSMAN	M	60 Yrs, 7 Mos	X
ROLLEM II	M	37 Yrs, 2 Mos	X

PRESSMAN	M	51 Yrs, 1 Mos	X
PRESSMAN	M	57 Yrs, 5 Mos	X
FACILITIES MAINTENANCE	M	25 Yrs, 10 Mos	X
DISTRIBUTION COORDINATOR AZ/NV	F	59 Yrs, 4 Mos	X
PRE-SHUFFLE III	F	54 Yrs, 7 Mos	X
PRESS FEEDER	M	21 Yrs, 6 Mos	X
PRESS FEEDER	M	51 Yrs, 7 Mos	X
PRE-SHUFFLE II	F	51 Yrs, 2 Mos	X
PRODUCTION SUPERVISOR	F	31 Yrs, 6 Mos	X
PRE-SHUFFLE II	F	20 Yrs, 7 Mos	X
FACILITIES MAINTENANCE	M	37 Yrs, 9 Mos	X
QUALITY INSPECTOR	M	28 Yrs, 8 Mos	X
ROLLEM IV	M	31 Yrs, 10 Mos	X
MAINTENANCE TECHNICIAN	M	60 Yrs, 9 Mos	X
LEAD CUSTOMER COORDINATOR	F	39 Yrs, 10 Mos	X
PRE-SHUFFLE II	F	60 Yrs, 5 Mos	X
PRESSROOM SUPERVISOR	M	58 Yrs, 6 Mos	X
ROLLEM IV	M	55 Yrs, 8 Mos	X
PRESS FEEDER	F	52 Yrs, 8 Mos	X
SENIOR QUALITY CONTROL SPECIALIST	M	37 Yrs, 0 Mos	X



WARN Coordinator

Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Via email to [ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

Dear WARN Coordinator:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that HGI – Mark Twain, LLC has decided to implement temporary furloughs at its facility located at Mark Twain Casino, 104 Pierce St., LaGrange, MO 63448. These furloughs will occur on April 9, 2020. This action will affect 7 employees at that time.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. Further, casinos in Missouri have been ordered to close. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.



April 6, 2020

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Via email to ETT.DWD@dhewd.mo.gov

Dear WARN Coordinator:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that HGI – Mark Twain, LLC has decided to implement temporary furloughs at its facility located at Mark Twain Casino, 104 Pierce St., LaGrange, MO 63448. These furloughs will occur on April 6, 2020. This action will affect 65 employees.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. Further, casinos in Missouri have been ordered to close. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.



March 30, 2020

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Via email to ETT.DWD@dhewd.mo.gov

Dear WARN Coordinator:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that HGI – Mark Twain, LLC has decided to implement temporary furloughs at its facility located at Mark Twain Casino, 104 Pierce St., LaGrange, MO 63448. These furloughs will occur on April 1, 2020. This action will affect 67 employees at that time.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. Further, casinos in Missouri have been ordered to close. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.

March 27, 2020

Via Email: ETT.DWD@dhewd.mo.gov  
WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Missouri Department of Higher Education and Workforce Development  
Missouri Workforce Development Board  
PO Box 1087  
Jefferson City, MO 65102

Mayor Lyda Krewson  
1200 Market  
City Hall, Room 200

Dr. Sam Page  
County Executive  
41 South Central Avenue  
Clayton, MO 63105

This letter is notice that Paper Source (“Company”) is placing employees who work at 8811 Ladue Rd, Suite E, St. Louis, MO 63124 on temporary, unpaid furloughs.

There are 13 employees currently affected at this employment site. The first furlough at this site will occur on March 29, 2020. These furloughs will continue indefinitely, but are intended to be temporary and last less than six months.

Whether or not this action triggers the requirements of the Worker Adjustment and Retraining Notification Act or any applicable state mini-WARN law, we thought it appropriate to give you this notice. We are taking these employment actions because of COVID-19-related business circumstances that were not reasonably foreseeable. We would like to have given more notice of this action, but were unable to do so because of how quickly our operations were affected by the COVID-19 pandemic, the World Health Organization’s pandemic declaration on March 11th, the President’s declaration of a national emergency on March 13th, and other related governmental announcements and actions.

As permitted by 20 C.F.R. § 639.7(f), and any applicable state mini-WARN laws or regulations, the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for making separations (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; an indication as to whether or not bumping rights exist; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any.

March 27, 2020

Via Email: ETT.DWD@dhewd.mo.gov  
WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Missouri Department of Higher Education and Workforce Development  
Missouri Workforce Development Board  
PO Box 1087  
Jefferson City, MO 65102

Quinton Lucas  
Mayor  
City Hall, 29th Floor  
414 E 12th St.  
Kansas City, Mo. 64106

County Executive Frank White Jr.  
415 E 12th Street  
Kansas City, MO 64106

This letter is notice that Paper Source (“Company”) is placing employees who work at 621 West 48th Street, Kansas City, MO 64112 on temporary, unpaid furloughs.

There are 9 employees currently affected at this employment site. The first furlough at this site will occur on March 29, 2020. These furloughs will continue indefinitely, but are intended to be temporary and last less than six months.

Whether or not this action triggers the requirements of the Worker Adjustment and Retraining Notification Act or any applicable state mini-WARN law, we thought it appropriate to give you this notice. We are taking these employment actions because of COVID-19-related business circumstances that were not reasonably foreseeable. We would like to have given more notice of this action, but were unable to do so because of how quickly our operations were affected by the COVID-19 pandemic, the World Health Organization’s pandemic declaration on March 11th, the President’s declaration of a national emergency on March 13th, and other related governmental announcements and actions.

As permitted by 20 C.F.R. § 639.7(f), and any applicable state mini-WARN laws or regulations, the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for making separations (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; an

indication as to whether or not bumping rights exist; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any.



March 27, 2020

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
Emailed: ETT.DWD@dhewd.mo.gov  
Regarding: Notice of Layoff

Dear WARN Coordinator:

We are writing to notify you that on March 27, 2020 Robinson Construction will be required to lay off employees at the Nestle Purina Pet Care facility in Bloomfield, MO. Nestle Purina Pet Care is our client who is requiring the reduction of workers on this job site. This layoff is expected to affect approximately 80 employees. We were notified of this client requirement yesterday, March 26, 2020. This layoff results from unforeseeable business circumstances stemming from the Coronavirus, and therefore we are providing as much advance notice to you and our employees as possible.

We are hopeful that this layoff implemented on March 27, 2020 will be temporary. However, because of the unforeseen business conditions that have impacted our business, we are not able to state with certainty when the layoff will end, and it is possible that it may turn into a permanent separation from employment of 6 months or more.

All 80 affected employees at the above referenced Nestle Purina Pet Care facility in Bloomfield, Missouri will be notified of the effective date of their layoff and that the layoff, although hopefully temporary in nature, may turn into a permanent separation from employment of 6 months or more. Those employees will begin their layoff on March 27, 2020.

The following lists the job positions and number of employees at the Nestle Purina Pet Care facility in Bloomfield, Missouri who have been affected by the layoff.

cc: Bill Aslin, Mayor of Bloomfield, MO delivered via E-mail bloomfieldcityhall@outlook.com

**Personnel Affected:**

Position	Number Affected
Apprentice	17
Carpenter	10
Field Engineer	1
Millwright Foreman	1
Ironworker	9
Laborer	7
Millwright	5
Hydraulic Operator	1
Pipefitter	14
Surveyor	1
Welder	14





May 13, 2020

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Via email to [ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

Dear WARN Coordinator:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that HGI – St. Jo, LLC has decided to implement temporary furloughs at its facility located at St. Jo Frontier Casino, 777 Winners Cir, St. Joseph, MO 64505. These furloughs will occur on May 14, 2020. This action will affect 7 employees at that time.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. Further, casinos in Missouri have been ordered to close. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.

**St Jo Frontier Casino - Furlough**

<b>Job Title</b>	<b># Employees Impacted</b>
Security Officer	7
	7



April 10, 2020

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Via email to [ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

Dear WARN Coordinator:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that HGI – St. Jo, LLC has decided to implement temporary furloughs at its facility located at St. Jo Frontier Casino, 777 Winners Cir, St. Joseph, MO 64505. These furloughs will occur on April 10, 2020. This action will affect 8 employees at that time.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. Further, casinos in Missouri have been ordered to close. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.

**St Jo Frontier Casino - Furlough**

<b>Job Title</b>	<b># Employees Impacted</b>
Surveillance Operator	8



April 3, 2020

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Via email to [ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

Dear WARN Coordinator:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that HGI – St. Jo, LLC has decided to implement temporary furloughs at its facility located at St. Jo Frontier Casino, 777 Winners Cir, St. Joseph, MO 64505. These furloughs will occur on April 6, 2020. This action will affect 54 employees at that time.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. Further, casinos in Missouri have been ordered to close. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.

**St Jo Frontier Casino - Phase II Furlough 4-6-202**

<b>Position</b>	<b>Number of Employees</b>
Assistant Accounting Supervisor	1
Assistant Count Team Supervisor	1
Assistant Guest Service Supervisor	3
Assistant Food & Beverage Manager	1
Audit Clerk	4
Cage Cashier	2
Cage Main Bank Cashier	5
Cage Manager	1
Cage Shift Supervisor	5
Casino Shift Manager	3
Continuous Improvement & Scheduling Leader	1
Count Team Clerk	3
Count Team Supervisor	1
Facilities Housekeeper	5
Guest Service Representative	2
Guest Service Supervisor	1
Housekeeping Supervisor	1
HR Specialist	1
Lead Application Development	1
Maintenance Engineer	1
Slot Attendant	5
Slot Shift Supervisor	2
Slot Technician	3
Sous Chef	1
	<b>54</b>



March 31, 2020

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Via email to ETT.DWD@dhewd.mo.gov

Dear WARN Coordinator:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that HGI – St. Jo, LLC has decided to implement temporary furloughs at its facility located at St. Jo Frontier Casino, 777 Winners Cir, St. Joseph, MO 64505. These furloughs will occur on April 1, 2020. This action will affect 81 employees at that time.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. Further, casinos in Missouri have been ordered to close. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.

**St Jo Frontier Casino - Furlough**

<b>Job Title</b>	<b># Employees Impacted</b>
Barback	1
Barista	2
Bartender	5
Busperson	2
Cocktail Server	4
Cook I	2
Cook II	3
Database Marketing Coordinator	1
F&B Cashier	5
F&B Shift Supervisor	2
Facilities Coordinator	1
Facilities Housekeeper	4
Food Server	2
HR Representative	1
Internal Auditor	1
Kitchen Supervisor	2
Kitchen Worker	6
Lead Buffet Server	2
Lead Cook	3
Maintenance Engineer	2
Marketing Manager	1
Pit Manager	2
Receiver Merchandiser	1
Table Games Dealer	23
Table Games Supervisor	3
	<b>81</b>



**VIA OVERNIGHT DELIVERY and EMAIL ETT.DWD@dhewd.mo.gov and Carmine1954@gmail.com**

April 1, 2020

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, Missouri 65102

City of Neosho, Missouri  
203 E. Main Street  
Neosho, Missouri 64850  
Attn: M4. Carmine Allen/Mayor Pro Tem

Re: Rembrandt Enterprises, Inc. – Neosho, Missouri Facility Closure

Dear Sir or Madam:

I am the Vice President of Human Resources and Legal at Rembrandt Enterprises, Inc. ("Rembrandt"). This is to notify you that Rembrandt will be permanently ceasing operations at the Neosho facility located at 409 N. Wood, Neosho, Missouri 64850.

Unfortunately, the facility closure will be permanent in nature and will result in the permanent layoff of all employees at the 409 N. Wood, Neosho, Missouri 64850 location. We expect the date of the first lay-off to be during the 14 day period commencing June 1, 2020. Attached to this letter is the list of positions of each of the employees expected to be displaced. There are 52 full time employees impacted by this action.

There are no bumping rights or union representatives.



## Job Titles of Affected Employees

Job Title	Number of Affected Employees
Capacity Planner	1
Equipment Operator I	2
Equipment Operator II	7
Equipment Operator III	4
General Clerk II	1
Human Resources Manager	1
Janitor I	1
Manager Facilities	1
Manager Production	1
Mechanic Technician II	5
Mechanic Technician III	1
Production Assembly and Support I	3
Production Assembly and Support II	6
Production Coordinator	1
Quality Inspector I	2
Quality Inspector II	3
Quality Inspector III	2
Shipping Loader	3
Supervisor, Maintenance	1
Supervisor, Production	3
Supervisor, Warehouse	1
Team Lead, Production Ops and Support	2



March 20, 2020

**Via E-Mail to** [lisa\\_marshall@ded.mo.gov](mailto:lisa_marshall@ded.mo.gov)  
Employment Transition Team Coordinator  
Office of Workforce Development  
301 W High St  
Suite 870  
Jefferson City, MO 65102

**Via Overnight Mail**  
**Lisa Marshall**  
Employment Transition Team Coordinator  
Office of Workforce Development  
301 W High St  
Suite 870  
Jefferson City, MO 65102

**Via Overnight Mail to**  
Mayor Edd Akers  
110 West Maddux  
Branson, MO 65616

**Via Overnight Mail**  
WARN Coordinator  
Missouri Department of Higher Education  
and Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Dear Officials:

Whether or not this action triggers the requirements of the Worker Adjustment and Retraining Notification Act, we thought it appropriate to give you this notice. This letter is to inform you that Hospitality Team Members, Inc. will conduct a temporary site closures with furloughs and layoffs at its commercial facilities located in Branson, Missouri.

The action is a result of business circumstances were not reasonably foreseeable as of the time that notice would have been required. Given the rapidly changing response to COVID-19 and its economic effect, the Company provided as much notice as reasonably practicable. However, the World Health Organization's pandemic declaration on March 11th, the President's declaration of a national emergency on March 13th, and other related governmental announcements and actions resulted in the Company being unable to provide 60 days notice.

The actions will continue indefinitely, but are intended to be temporary and last less than six months. There are 94 employees currently affected at the Branson locations. Employees received notice of the actions on March 20, 2020 and they will occur on or about March 25, 2020. The following is a list of the job titles of positions to be affected:

Branson Resort (Operations)  
1984 State Hwy 165  
Branson, MO 65616

Job Title	Number of Positions Affected
Rom/Condo Attendant	19

Job Title	Number of Positions Affected
F&B Server	8
Finance Clerk	3
Marketing Agent	3
Lead Server	2
Finance Administrator	2
Resort Ops Agent	2
Guest Experience Ambas II	2
House Person	2
Cook	2
Resort Ops Clerk	1
Guest Exp Ambas II Lead	1
Verification Officer	1
Sales Assistant Manager	1
Group Sales Manager	1
F&B Manager	1
Supervisor	1
Public Relations Rep	1
Verification Officer 3	1
Marketing Sr. Manager	1
Pantry Preparation Cook	1

Branson Sales

1984 State Hwy 165

Branson, MO 65616

Job Title	Number of Positions Affected
Sales Agent – Unlicensed	11

Branson.com (Marketing)

220 Branson Hill Parkway

Branson, MO 65616

Job Title	Number of Positions Affected
Marketing Agent	21
Group Sales Coordinator	2
Guest Relations Mg Resort	2
Marketing Manager	1
Marketing Admin	1

These individuals are not represented by a union and no bumping rights exist.



March 25, 2020

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

RE: Notice Pursuant to Federal Worker Adjustment and Retraining Notification Act ("WARN")

Dear WARN Coordinator:

This notice is to advise you of a mass layoff under the federal Worker Adjustment Retraining Notification Act, 29 U.S.C. § 2101 *et seq.* ("WARN"). The layoff is a result of the unforeseeable, dramatic downturn in business caused by the coronavirus natural disaster resulting in postponement of baseball-related activities and resulting impact on production. The layoff will affect the facility located at 200 West Link Drive, Washington, MO 63030 on March 27, 2020. This mass layoff is expected to be temporary. The expected date of the first separation will be March 27, 2020.

It is anticipated that approximately 130 employees will be affected. All affected employees have been or will be notified of their separation dates. A listing of job titles impacted is attached as Exhibit A. The affected employees are not represented by a union. There will not be any bumping rights for the affected employees, that is, employees will not be able to displace more junior employees out of their job positions as a result of this closure.

This notice is intended to comply with the Company's notice obligations, if any, under the federal Worker Adjustment and Retraining and Notification Act ("WARN Act"), 29 U.S.C. §§ 2101-2109. The giving of this notice, however, shall not constitute an acknowledgement by the Company of any obligations under the WARN Act in the event the effects of the layoff are such that the WARN Act requirements do not apply.



March 26, 2020

**VIA EMAIL ETT.DWD@dhewd.mo.gov AND OVERNIGHT MAIL**

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Office of Mayor Quinton Lucas  
City Hall  
414 E. 12th Street  
Kansas City, MO 64106

**Re: NOTICE OF FACILITY CLOSING**

To Whom It May Concern:

Pursuant to the federal Worker Adjustment and Retraining Notification Act (the “WARN Act”), AutoAlert, LLC (“AutoAlert”) hereby gives notice of the temporary layoff affecting AutoAlert’s facility at 114 W. 11th St., Kansas City, MO 64105 that is anticipated at this time to last no longer than six (6) months.

Information on specific job titles of positions to be affected and the number of employees affected in each job title is included in the attached Exhibit “A.” All affected employees have been informed of this decision consistent with the WARN Act’s requirements.

Bumping rights do not exist. There are no unions representing affected employees.

## EXHIBIT “A”

### JOB TITLES AFFECTED AND NUMBER OF EMPLOYEES IN EACH JOB TITLE

<b>Job Title</b>	<b>Number of Potentially Affected Employees</b>
Account Manager 1	3
Account Manager 2	10
Account Manager 3	2
Account Manager 4	3
Account Payable Specialist	1
Accounts Receivable Assistant	1
Accounts Receivable Specialist	2
Administrative Assistant	1
Billing Specialist	2
Business Analyst/Tech Writer	1
Business Intelligence Reporting Analyst	1
Business Intelligence Reporting Analyst 1	1
Campaign Coordinator Manager	1
Client Care Advisor	1
Cloud/System Architect	1
Content Writer	1
Corporate Training Specialist	4
Creative Marketing Writer	1
Data Acquisition Specialist	1
Data Engineer	1
Dealer Services Manager	2
Deployment Coordinator	1
Developer	1
Director Account Management	1
Director National Accounts	1
Director-Dealer Strategy	1
Director-Quality Assurance	1
Executive Assistant	1
Executive Assistant/Project Manager	1
Go-To-Market Manager	1
Graphic Designer	2
IT Help Desk Technician	2
Key Dealer Communications Specialist	1
Key Dealer Relations Specialist	1
Mobile Software Engineer	1
Modern Dealership Editor	1
National Account Manager	2
OEM Field Manager	11
OEM Project Manager	1
Product Consultant 1	3

**AutoAlert • 114 W 11<sup>th</sup> Street • Kansas City, MO 64105**

**949.398.7000 • 800.630.4760**

Product Consultant 2	1
Product Consultant 3	2
Product Coordinator	1
Product Manager	1
Project-Manager Marketing	1
Quality Assurance Analyst	1
Quality Assurance Analyst 1	1
Quality Assurance Analyst 2	1
Regional Sales Manager	14
Regional Sales Representative 1	5
Regional Sales Representative 2	5
Revenue Accountant	1
Sales Development Associate	9
Sales Director	1
Salesforce Administrator	2
Select Account Manager 1	23
Select Account Manager 2	5
Select Account Manager 2/Floater	1
Select Account Manager 3	2
Senior Devops Engineer	1
Senior Director of Ford and National Accounts	1
Senior Director-OEM Field Management	1
Senior Director Sales	1
Senior Director-Strategy & Execution	2
Senior Graphic Designer	2
Senior Manager Account Management	1
Senior Manager-Field Training	4
Senior OEM Business Development Manager	1
Senior OEM Project Manager	1
Senior Product Manager	1
Senior Project Manager-Marketing	1
Software Engineer	3
Senior Director Sales, Parts & Service Programs	1
Senior Manager Corporate Communications and Culture	1
Team Lead-Pando	1
Training Manager 1	7
Training Manager 2	7
Training Manager 3	5
Training Manager 4	4
UI/UX Designer	1
Usability Tester	1

AutoAlert · 114 W 11<sup>th</sup> Street · Kansas City, MO 64105  
 949.398.7000 · 800.630.4760



March 30, 2020

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

RE: Notice Pursuant to Federal Worker Adjustment and Retraining Notification Act ("WARN")

Dear WARN Coordinator:

This notice is to advise you of a mass layoff under the federal Worker Adjustment Retraining Notification Act, 29 U.S.C. § 2101 *et seq.* ("WARN"). The layoff is a result of the unforeseeable, dramatic downturn in business caused by the coronavirus natural disaster resulting in postponement of baseball-related activities and resulting impact on production. The layoff will affect the corporate office located at 510 Maryville University Drive, Ste. 110, St. Louis, MO 63141, beginning on April 3, 2020. This mass layoff is expected to be temporary. The expected date of the first separation will be April 3, 2020.

It is anticipated that approximately 140 employees will be affected. All affected employees have been or will be notified of their separation dates. The affected employees are not represented by a union. There will not be any bumping rights for the affected employees, that is, employees will not be able to displace more junior employees out of their job positions as a result of this closure.

This notice is intended to comply with the Company's notice obligations, if any, under the federal Worker Adjustment and Retraining and Notification Act ("WARN Act"), 29 U.S.C. §§ 2101-2109. The giving of this notice, however, shall not constitute an acknowledgement by the Company of any obligations under the WARN Act in the event the effects of the layoff are such that the WARN Act requirements do not apply.



**WORTH**

**MH-E-N**

**deBeer**

**Hilton**  
EXPERT GROUP

Rawlings Group 510 Maryville University Drive Suite 110 St. Louis MO. 63141

Saint Louis MO 631

20 MAR 2020 PM 9 L

**RECEIVED**  
**DEPARTMENT OF**

**APR 03 2020**

**HIGHER EDUCATION &  
WORKFORCE DEVELOPMENT**

WARN Coordinator  
Missouri Department of Higher Education &  
Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

65102-108787



# Justin Brands, inc.

P.O. BOX 548 • FORT WORTH, TEXAS 76101 • 1-800-3-JUSTIN

July 6, 2020

Via Regular Mail and E-mail

WARN Coordinator  
Missouri Department of Higher Education &  
Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

RE: Notice of Permanent Plant Closing  
1100 Presley Dr., Cassville, MO 65625  
2236 Missouri Ave., Carthage, MO 64836

To Whom It May Concern:

This notice supplements the prior notice dated March 31, 2020 (see attached), pursuant to the Worker Adjustment and Retraining Notification Act (“WARN”), that due to unforeseeable business circumstances caused by the COVID-19 worldwide pandemic, Justin Brands, Inc. has made the difficult decision to close its two manufacturing facilities at the addresses above. These closings are expected to be permanent due to the natural disaster and the unforeseeable business circumstances it caused as described in the original notice have persisted. The affected employees are not represented by a union and do not have an employee representative. Attached to this letter is a schedule listing the job titles of all positions affected and the number of employees in each job classification per each of the two locations (i.e., Cassville and Carthage). There are no bumping rights applicable to the employees terminated as a result of the closings. The company has notified all employees of their separation dates.



Cc: Officials listed below with enclosure

Bill Shiveley, Mayor 300 Main Street Cassville, MO 65625 <a href="mailto:bshiveley@cityofcassville.com">bshiveley@cityofcassville.com</a>	Gary Youngblood, Presiding Commissioner 700 Main Street, Suite 2 Cassville, MO 65625	John Bartosh, Presiding Commissioner Jasper County 302 S. Main Street, Rm 101 Carthage, MO 64836 <a href="mailto:jbartosh@jaspercountymo.gov">jbartosh@jaspercountymo.gov</a>
Dan Rife Mayor of Carthage 1841 Wynwood Dr. Carthage, MO 64836 <a href="mailto:council@carthagemo.gov">council@carthagemo.gov</a>		

# Justin Brands, Inc.

WARN ACT Information - Employees Furloughed at 1100 Presley Drive Cassville, MO 65625

Count of Department Name		
Location Code (Work)	Job Title	Total
MO500	ATTACHING	1
	BACK SHOE	3
	BARTACKING	2
	BEADING	3
	BELT OPERATOR	1
	BIN LASTER	1
	BURNISHING	1
	CEMENTING	7
	CLEANING	2
	CLERICAL	4
	CLOSING	2
	CUTTING	10
	DIE OUT/INSERTS	1
	DRIVERS	2
	ENGINEERING-CAD/PATTERNS	1
	GRINDING	1
	HANDLING	2
	INKING	3
	INSEAMS	1
	INSPECTING	9
	INSTALLING	1
	LASTING	3
	MAINTENANCE-JANITORIAL	3
	MANAGER	3
	MARKING	1
	MECHANIC	4
	MOLDING	2
	NAILING	3
	OPERATOR	2
	PACKING	1
	PLANT MANAGER	1
	POUND & TURN	1
	PROCESSING	1
	PRODUCTION WORKER	5
	PULLING	1
	PULLSTRAP PROCESSING	2
	REPAIR	4
	RIBBING	1
	ROLLING	1
	ROUGH ROUNDING	1
	SCANNING	1
	SCOURING	2
	SHAVING	1
	SINGLE NEEDLE TEXTILES	1
	SLICKING	1
	SOLE LAYING	1
	SPECIALIST SALARY	1
	STITCHING	18
	SUPERVISOR	8
	TACKING	4
	TRIMMING	4
	UTILITY OPERATOR	7
	WAREHOUSEMAN	1
MO500 Total		148
Grand Total		148

# Justin Brands, Inc.

WARN ACT Information - Employees Furloughed at 2236 Missouri Ave. Carthage, MO 64836

Count of Department Name		
Location Code (Work)	Job Title	Total
MO501	ASSEMBLING	1
	ATTACHING	2
	BACK SHOE	3
	BELT OPERATOR	2
	BOOT FILLER	1
	CEMENTING	5
	CHLORINATING	1
	CLEANING	2
	CLERICAL	3
	CUTTING	13
	ENGINEERING-INDUSTRIAL	1
	FILLING	1
	HANDLING	1
	HR MANAGER	1
	INKING	1
	INSEAMS	1
	INSERTING	1
	INSPECTING	8
	INSTALLING	1
	LACING	1
	LASTING	7
	LOAD CONVEYOR	1
	MAINTENANCE-JANITORIAL	3
	MARKING	2
	MECHANIC	7
	MIDSOLE LAYING	1
	OFFICE ADMIN HOURLY	1
	OPERATOR	1
	PACKING	4
	PLANT MANAGER	1
	PROCESSING	2
	PRODUCTION WORKER	11
	PULLING	1
	REPAIR	2
	RIBBING	1
	ROLLING	2
	ROUGH ROUNDING	4
	SCOURING	3
	SKIVING	1
	SOLE LAYING	3
	STAFF ACCOUNTANT SALARY	1
	STAMPING	1
	STEEL TOE	2
	STITCHING	40
	SUPERVISOR	7
	TACKING	1
	TRAINING	1
	TRIMMING	4
	UTILITY OPERATOR	7
	WAREHOUSEMAN	1
MO501 Total		173
Grand Total		173

# Justin Brands, Inc.

610 W Daggett Avenue  
Fort Worth, TX 76104  

---

(817) 332-4385

March 31, 2020

## VIA REGULAR MAIL & EMAIL

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
[ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

Re: *Closing of Justin Brands Facilities*  
Cassville and Carthage, Missouri

To Whom It May Concern:

This letter is to provide notice under the Worker Adjustment and Retraining Notification Act (“WARN”) that Justin Brands, Inc. (the “Company”) closed its two production factories located at 1110 Presley Drive, Cassville, MO 65625 and 2236 Missouri Avenue, Carthage, MO 64836 on March 20, 2020. The Company intends for these closings to be temporary and hopes to be able to reemploy its affected workers when the facilities reopen, hopefully in less than six months. However, due to the ongoing unprecedented public health crisis concerning the Coronavirus, it is uncertain when and/or whether this will occur. Accordingly, in an abundance of caution, the Company is undertaking all action necessary to comply with the requirements of WARN.

To help its affected employees, on March 27, 2020, the Company has paid additional wages equal to the affected employees’ year-to-date average daily earnings less withholding and deductions, even though the affected employees did not work after March 20, 2020:

- Week of March 22 to March 28, 2020: Affected employees were paid at their regular wage rates for five (5) workdays; and
- Week of March 29 to April 4, 2020: Affected employees were paid at their regular wage rates for one (1) workday plus four (4) days from their PTO bank.

No employee was paid for overtime wages (*i.e.*, at the overtime wage rate) for the period of March 22 to April 4, 2020. In addition to the foregoing, employees participating in the Company’s medical benefits plan can continue to do so through April 30, 2020.

The affected employees are not members of a union and do not have an employee representative. The affected employees’ effective termination date is April 1, 2020. Attached to this letter is a schedule listing the job titles of all positions affected and the number of employees in each job classification per each of the two locations (*i.e.*, Cassville and Carthage). There are

no bumping rights applicable to employees terminated as a result of this closing. The Company has notified all affected employees of their separation dates and that the Company expects their separations from employment to be temporary.

cc: Officials listed below, with enclosure:

Bill Shiveley Mayor 300 Main Street Cassville Mo. 65625 <a href="mailto:bshiveley@cityofcassville.com">bshiveley@cityofcassville.com</a>	Gary Youngblood Presiding Commissioner 700 Main St, Suite 2 Cassville, MO 65625	John Bartosh Presiding Commissioner Jasper County 302 South Main Street, Room 101 Carthage, MO 64836 <a href="mailto:jbartosh@jaspercountymo.gov">jbartosh@jaspercountymo.gov</a>
Dan Rife Mayor of Carthage 1841 Wynwood Drive Carthage, MO 64836 <a href="mailto:council@carthagemo.gov">council@carthagemo.gov</a>		

# Justin Brands, Inc.

**WARN ACT Information - Employees Furloughed at 1100 Presley Drive Cassville, MO 65625**

Count of Department Name	Job Title	Total
Location Code (Work)		
MO500	ATTACHING	1
	BACK SHOE	3
	BARTACKING	2
	BEADING	3
	BELT OPERATOR	1
	BIN LASTER	1
	BURNISHING	1
	CEMENTING	1
	CLEANING	7
	CLERICAL	2
	CLOSING	4
	CUTTING	2
	DIE OUT/INSERTS	10
	DRIVERS	1
	ENGINEERING-CAD/PATTERNS	2
	GRINDING	1
	HANDLING	3
	INKING	2
	INSEAMS	3
	INSPECTING	1
	INSTALLING	9
	LASTING	1
	MAINTENANCE-JANITORIAL	3
	MANAGER	3
	MARKING	1
	MECHANIC	4
	MOLDING	2
	NAILING	3
	OPERATOR	2
	PACKING	1
	POUND & TURN	1
	PROCESSING	1
	PRODUCTION WORKER	5
	PULLING	1
	PULLSTRAP PROCESSING	2
	REPAIR	4
	RIBBING	1
	ROLLING	1
	ROUGH ROUNDING	1
	SCANNING	1
	SCOURING	2
	SHAVING	1
	SINGLE NEEDLE TEXTILES	1
	SLICKING	1
	SOLE LAYING	1
	SPECIALIST SALARY	1
	STITCHING	18
	SUPERVISOR	8
	TACKING	4
	TRIMMING	4
	UTILITY OPERATOR	7
	WAREHOUSEMAN	1
MO500 Total		
Grand Total		147

# Justin Brands, Inc.

WARN ACT Information - Employees Furloughed at 2236 Missouri Ave. Carthage, MO 64836

Count of Department Name Location Code (Work)	Job Title	Total
MO501	ASSEMBLING	1
	ATTACHING	2
	BACK SHOE	3
	BELT OPERATOR	2
	BOOT FILLER	1
	CEMENTING	5
	CHLORINATING	1
	CLEANING	2
	CLERICAL	3
	CUTTING	13
	ENGINEERING-INDUSTRIAL	1
	FILLING	1
	HANDLING	1
	INKING	1
	INSEAMS	1
	INSERTING	1
	INSPECTING	8
	INSTALLING	1
	LACING	1
	LASTING	7
	LOAD CONVEYOR	1
	MAINTENANCE-JANITORIAL	3
	MARKING	2
	MECHANIC	7
	MIDSOLE LAYING	1
	OFFICE ADMIN HOURLY	1
	OPERATOR	1
	PACKING	4
	PROCESSING	2
	PRODUCTION WORKER	11
	PULLING	1
	REPAIR	2
	RIBBING	1
	ROLLING	2
	ROUGH ROUNDING	4
	SCOURING	3
	SKIVING	1
	SOLE LAYING	3
	STAFF ACCOUNTANT SALARY	1
	STAMPING	1
	STEEL TOE	2
	STITCHING	40
	SUPERVISOR	7
	TACKING	1
	TRAINING	1
	TRIMMING	4
	UTILITY OPERATOR	7
	WAREHOUSEMAN	1
MO501 Total		171
Grand Total		171

# Justin Brands<sup>inc.</sup>

610 W Daggett Avenue  
Fort Worth, TX 76104  

---

(817) 332-4385

March 31, 2020

## VIA REGULAR MAIL & EMAIL

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
[ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

Re: Reduction of Operations of Justin  
Retail Stores, State of Missouri

To Whom It May Concern:

This letter is to provide notice under the Worker Adjustment and Retraining Notification Act (“WARN”) that Justin Brands, Inc. (the “Company”) shut down most of its operations in its retail outlet stores throughout Missouri on March 20, 2020. The Company intends for this reduction in operations to be temporary and hopes to be able to reemploy its affected workers when the retail stores fully reopen, hopefully in fewer than six months. However, due to the ongoing unprecedented public health crisis concerning the Coronavirus, it is uncertain when and/or whether this will occur. Accordingly, in an abundance of caution, the Company is undertaking all action necessary to comply with the requirements of WARN.

To help its affected employees, on March 27, 2020, the Company paid them additional wages equal to their year-to-date average daily earnings less withholding and deductions, even though the affected employees did not work at the retail stores after March 20, 2020:

- Week of March 22 to March 28, 2020: Affected employees will be paid at their regular wage rates for five (5) workdays; and
- Week of March 29 to April 4, 2020: Affected employees will be paid at their regular wage rates for one (1) workday plus four (4) days from their PTO bank.

No employee will be paid for overtime wages (*i.e.*, at the overtime wage rate) for the period of March 22 to April 4, 2020. In addition to the foregoing, employees participating in the Company’s medical benefits plan can continue to do so through April 30, 2020.

The affected employees are not members of a union and do not have an employee representative. The affected employees’ effective furlough date is April 1, 2020. Attached to this letter is a schedule reflecting the job titles of all positions affected and the number of employees in each job classification by retail store, with the retail store’s address, in Missouri.

There are no bumping rights applicable to employees furloughed as a result of this reduction in operations. The Company has notified all affected employees of their furlough dates and that the Company expects and hopes for their separations from employment to be temporary.

Enclosure

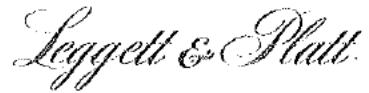
cc: Officials listed below, with enclosure:

Gary Shaw Mayor 602 S. Main St. Joplin, MO 64801 <a href="mailto:gary@centralchristiancenter.org">gary@centralchristiancenter.org</a>	Bill Reiboldt County Commissioner, Presiding (Newton) 101 South Wood St Neosho MO 64850 <a href="mailto:commission@swbell.net">commission@swbell.net</a>	John Bartosh Presiding Commissioner, Jasper County 302 South Main Street, Room 101 Carthage, MO 64836 <a href="mailto:jbartosh@jaspercountymo.gov">jbartosh@jaspercountymo.gov</a>
Bill Shiveley Mayor 300 Main Street, Cassville Mo. 65625 <a href="mailto:bshiveley@cityofcassville.com">bshiveley@cityofcassville.com</a>	Gary Youngblood Presiding Commissioner 700 Main St, Suite 2 Cassville, MO 65625	Dan Rife Mayor of Carthage 1841 Wynwood Drive Carthage, MO 64836 <a href="mailto:council@carthagemo.gov">council@carthagemo.gov</a>
Mike Brownsberger Mayor of Monett Monett City Hall 217 5th Street Monett MO, 65708 <a href="mailto:amy.crouch@cityofmonett.com">amy.crouch@cityofmonett.com</a>	Bob Senninger Presiding Commissioner, Lawrence County Lawrence County Commission 1 Courthouse Square, Suite 101 Mt. Vernon, MO 65712 <a href="mailto:lawrence@sos.mo.gov">lawrence@sos.mo.gov</a>	

## **Justin Brands, Inc**

### **WARN ACT Information - Employee Information**

<b>Location Code (Work)</b>	<b>Location Address Line 1</b>	<b>Location City</b>	<b>Location State</b>	<b>Location ZIP/Postal</b>	<b>Store Manager</b>	<b>Keyholder</b>	<b>Sales Associates</b>
Justin Brands	808 E HWY 60	MONETT	MO	65708	1	2	4
Justin Brands	909 S RANGELINE RD	JOPLIN	MO	64801	1	2	4



April 4, 2020

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102  
[lisa\\_marshall@dhewd.mo.gov](mailto:lisa_marshall@dhewd.mo.gov)

This letter is notice that Leggett & Platt, Branch One ("Company") is placing employees who work at Branch One, 229 N. McGregor, Carthage, MO 64836 on temporary, unpaid layoffs.

There are 422 employees currently affected at this employment site. These layoffs commenced on April 3, 2020. These layoffs will continue indefinitely, but are intended to be temporary and last less than six months.

Whether or not this action triggers the requirements of the Worker Adjustment and Retraining Notification Act, we thought it appropriate to give you this notice. We are taking these employment actions because of COVID-19-related business circumstances that were not reasonably foreseeable. We would like to have given more notice of this action, but were unable to do so because of how quickly our operations were affected by the COVID-19 pandemic, the World Health Organization's pandemic declaration on March 11th, the President's declaration of a national emergency on March 13th, and other related governmental announcements and actions.

As permitted by 20 C.F.R. § 639.7(f), the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for making separations (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; an indication as to whether or not bumping rights exist; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any.

April 6, 2020

**VIA EMAIL AND U.S. POSTAL SERVICE**



WARN Coordinator  
Missouri Department of Higher Education &  
Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
[ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

Dear WARN Coordinator:

As a result of unforeseen business circumstances resulting from the sudden and unprecedented effects of the novel coronavirus (“COVID-19”) outbreak on our business, Red Wing Shoe Company, Inc. (“Red Wing Shoe”) will conduct a mass layoff at its manufacturing facility located at One Red Wing Drive in Potosi, MO. This mass layoff will be a partial closure of the facility; not all employees at the facility will be affected. Accordingly, we regret to inform you that we must furlough the employment of the job titles and number of employees listed on **Appendix A** as of April 7, 2020. We anticipate further furloughs to be effective on or about April 13, 2020. The job titles and number of employees to be furloughed on or about April 13, 2020 are listed on **Appendix B**.

At this time and based on the information currently available, we anticipate the furloughs will be temporary. We will ensure that employees will be paid all earned wages and agreed upon benefits through their last day worked. There are no bumping rights for affected employees.

We apologize that we were unable to provide more advance notice of the action. We are providing this notice as soon as possible in light of the rapidly-developing events surrounding COVID-19, which is now recognized as a global pandemic, natural disaster, and physical calamity. There are numerous government and health directives impacting our business and making it impossible to continue operations for the time being. The speed and vast impact of the coronavirus outbreak has been unprecedented. After reviewing our staffing and business needs, we are providing this notice at the earliest possible time.

We truly regret that these actions are necessary. We deeply appreciate the loyalty of our employees. You may contact me at the phone number or address listed below if you have questions or want additional information.

Enclosures:

**Appendix A** listing all job titles impacted and the number employees impacted on April 7, 2020.

**Appendix B** listing all job titles impacted and the number employees impacted on April 13, 2020.

**APPENDIX A**  
**EMPLOYEES IMPACTED ON APRIL 7, 2020**

<b>Job Title</b>	<b>Number of Employees</b>
Equipment Maint	8
Fork Lift Operator	2
Maintenance	1
Materials Handler	2
Prod Oper Team LeadBackup	4
Prod Team Leader	9
Production Operator	156
Quality Team Leader	1
Tool Crib Admin	1

**APPENDIX B**  
**EMPLOYEES IMPACTED ON APRIL 13, 2020**

Job Title	Number of Employees
BuyPlanSch	1
Comm Spec	1
Eng ISO Support Spec	1
Human Resource Administra	1
IndEng Tec	1
Mfg Process Engineer	1
Mfg Sup-Potosi	6
Quality Assurance Supv	1
Sr Process Eng	1

March 20, 2020

Via email to: lisa\_marshall@ded.mo.gov  
Lisa Marshall  
Employment Transition Team Coordinator  
Office of Workforce Development  
301 W High St., Suite 870  
Jefferson City, Missouri 65102

Lyda Krewson  
Mayor of the City of St. Louis  
City Hall  
1200 Market, Room 200  
St. Louis, Missouri 63103

Dr. Sam Page  
41 South Central Avenue  
Clayton, MO 63105

Re: Notice of Temporary Furloughs of Employees

This letter is notice that Innkeeper Hospitality Services, LLC or affiliated entities ("Company") is placing employees who work at Hotel Saint Louis, 705 Olive Blvd, St Louis MO 63101; Seven Gables Inn, 18 N Meramec, Clayton MO 63105, and Route 66 Holiday Inn, 10709 Watson Road, St. Louis MO 63127 on temporary, unpaid furloughs.

There are 154 employees currently affected at these employment sites. The first furlough at this site will occur on the date of this letter. These furloughs will continue indefinitely, but are intended to be temporary and last less than six months.

Whether or not this action triggers the requirements of the Worker Adjustment and Retraining Notification Act, we thought it appropriate to give you this notice. We are taking these employment actions because of COVID-19-related business circumstances that were not reasonably foreseeable. We would like to have given more notice of this action, but were unable to do so because of how quickly our operations were affected by the COVID-19 pandemic, the World Health Organization's pandemic declaration on March 11th, the President's declaration of a national emergency on March 13th, and other related governmental announcements and actions.

We also have given or are giving appropriate notice to the affected workers.



March 30, 2020

WARN Coordinator  
Missouri Department of Higher Education and Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

To Whom It May Concern:

The purpose of this correspondence is to notify you of the closure of the Wellbridge Athletic Club & Spa - Clayton located at 7620 Forsyth Blvd., Clayton, MO 63105 and the related furlough of employees at that location. The expected date of the closure and associated furloughs is March 22, 2020. An unanticipated and dramatic business downturn resulting from the novel coronavirus pandemic and associated governmental shutdown orders has necessitated this closure, and this is the earliest notice of this closure that could be given under these unforeseeable business circumstances and natural disaster. This closure is expected to be temporary, but given the unpredictable and developing nature of this situation, it is not possible at this time to identify a date on which the club will reopen. 213 employees are expected to be impacted by this closure.

There will not be any bumping or transfer rights in this situation. None of the affected employees are represented by a union. All affected employees in the operating unit have been notified of their furlough dates and that the duration of the furlough cannot be determined at this time. We have provided a notice to employees and a notice to the highest elected official of the local government.



1815 The Exchange, Atlanta, GA 30339  
770-951-2040

March 23, 2020

**VIA OVERNIGHT MAIL**  
**& E-MAIL ([lisa\\_marshall@ded.mo.gov](mailto:lisa_marshall@ded.mo.gov))**

Lisa Marshall  
WARN Coordinator  
Missouri Department of Higher Education and Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

**Re: Notice of Reduction in Force at Hooters of America, LLC's Restaurants in Missouri**

Dear Ms. Marshall:

This letter is to inform you that as a result of unforeseen business circumstances resulting from the sudden and unprecedeted effects of the coronavirus outbreak on our business, Hooters of America, LLC ("HOA") will conduct employee layoffs at its corporate offices located at 1815 The Exchange SE, Atlanta, GA 30339, as well as its corporate owned Missouri Hooters restaurant(s) located at:

Location Name	Address	City	State	Zip Code
Columbia MO	1101 Woodland Springs Ct	Columbia	MO	65202
Florissant	2765 N. Highway 67	Florissant	MO	63033
Kiener Plaza	100 North 7th St	St. Louis	MO	63101
Maryland Heights	11835 Lackland Rd	St. Louis	MO	63146
South County	7517 South Lindbergh Blvd	St. Louis	MO	63125
St. Peters	4061 Veterans Memorial Pkwy	St. Peters	MO	63376
Independence	19850 E. Valley View Pkwy	Independence	MO	64055
North Kansas City	6411 Barry Rd	Kansas City	MO	64154
Springfield MO	2010 E. Independence Ave	Springfield	MO	65804

This is a partial reduction in workforce; not all HOA employees will be impacted. At this time, this action, based upon all available information, is anticipated to be permanent.

The first employee layoffs in connection with this action are expected to occur during the fourteen (14) day period beginning on March 16, 2020. We enclose a listing of the job titles of positions to be affected, and the number of affected employees in each job classification. Employees will be separated in accordance with the enclosed schedule. All affected employees have been or will be notified of their separation dates and that their separation from employment is anticipated to be permanent.

None of the affected employees are represented by a union.

The affected employees do not have any bumping rights.

We apologize that we were unable to provide more advance notice of the action. We are providing this notice as soon as possible in light of the rapidly-developing events surrounding coronavirus outbreak. The speed and vast reach of the coronavirus outbreak, as well as the numerous declarations of a state of emergency and directives at the Federal, State and local level for all individuals to: 1) remain/stay in place; 2) avoid all restaurants, bars, gyms and nightclubs; 3) avoid congregating in public in groups of 10 people or more; and 4) work remotely, were unforeseeable and are causing, and will continue to cause, among other things, a drastic impact on HOA's business, including but not limited to the closure of many Hooters restaurants, the cessation of all dine-in business operations in Hooters restaurants both nationally and within the State, substantial income and profit losses and an uncertain future such that the Company does not have alternative work to offer to its affected employees. After reviewing our staffing and business needs, we are providing this notice at the earliest possible time.

Encl.

#### **Attachment A**

<b>Job Titles</b>	<b>Number Impacted</b>	<b>Separation Date(s)</b>
Bartender	4	3/20/20
Cleaning Crew	9	3/20/20
FOH Trainee	4	3/20/20
Heart of House Manager	1	3/20/20
Hooters Girl	211	3/20/20
Host	1	3/20/20
Host Tipped	8	3/20/20
Host Not Tipped	5	3/20/20
Hourly Manager	2	3/20/20
Kitchen Staff	76	3/20/20

4833-7563-5895, v. 1



April 7, 2020

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Office of Mayor Quinton Lucas  
City of Kansas City  
414 E. 12<sup>th</sup> Street  
Kansas City, MO 64106

Dear Hon. Quinton Lucas:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Isle of Capri Casino Kansas City is required to temporarily shut down business operations and implement furloughs at its facility located at Isle of Capri Casino Kansas, 1800 E. Front St., Kansas City, KS. All affected employees will be furloughed on April 11, 2020. This action will affect 209 employees at that time.

As you know, the COVID-19 virus recently reached pandemic proportions. The federal government and many states have declared a state of emergency and ordered the closure of non-essential businesses and issued travel restrictions. This emergency and these sudden and unexpected circumstances caused the temporary facility closure and adversely affected our business operations. Unfortunately, these circumstances prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.

To the extent the above actions constitute a covered event under the federal WARN Act, this notice is only intended to fulfil any requirements that may possibly be imposed under this Act. The provision of this information does not mean that this Act applies or that notice is required.

ISLE OF CAPRI KANSAS CITY  
1800 E. FRONT STREET  
KANSAS CITY, MO 64105



Dear WARN Coordinator,

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Isle of Capri Casino Hotel Boonville d/b/a IOC-Boonville, Inc, is required to temporarily shut down business operations and implement furloughs at its facility located at Isle of Capri Casino Hotel Boonville 100 Isle of Capri Boulevard, Boonville, MO 65233. All affected employees will be furloughed on April 11, 2020. This action will affect 350 employees at that time.

As you know, the COVID-19 virus recently reached pandemic proportions. The federal government and many states have declared a state of emergency and ordered the closure of non-essential businesses and issued travel restrictions. This emergency and these sudden and unexpected circumstances caused the temporary facility closure and adversely affected our business operations. Unfortunately, these circumstances prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.

To the extent the above actions constitute a covered event under the federal WARN Act, this notice is only intended to fulfil any requirements that may possibly be imposed under this Act. The provision of this information does not mean that this Act applies or that notice is required.

100 Isle of Capri Blvd. | Boonville, MO 65233  
[www.isleofcapriboonville.com](http://www.isleofcapriboonville.com)



**Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, Mo 65102**

April 7, 2020

Dear Warn Coordinator,

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Lumiere Place Casino & Hotels is required to temporarily shut down business operations and implement furloughs at its facility located at Lumiere Place Casino & Hotels, 999 North 2<sup>nd</sup> Street., St. Louis, Mo. 63102. All affected employees will be furloughed on April 11, 2020. This action will affect 646 employees at that time.

As you know, the COVID-19 virus recently reached pandemic proportions. The federal government and many states have declared a state of emergency and ordered the closure of non-essential businesses and issued travel restrictions. This emergency and these sudden and unexpected circumstances caused the temporary facility closure and adversely affected our business operations. Unfortunately, these circumstances prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.

To the extent the above actions constitute a covered event under the federal WARN Act, this notice is only intended to fulfil any requirements that may possibly be imposed under this Act. The provision of this information does not mean that this Act applies or that notice is required.

# CALERES

★ 5 ★

8300 Maryland Avenue, Clayton MO 63105

April 2, 2020

Via Email ([lisa\\_marshall@ded.mo.gov](mailto:lisa_marshall@ded.mo.gov))

and US Mail

Lisa Marshall  
Employment Transition Team Coordinator  
Office of Workforce Development  
301 W. High Street  
Suite 870  
Jefferson City, MO 65102

**Re      Notice of Mass Layoff Pursuant to Worker Adjustment and  
Retraining Notification Act Caused By COVID-19**

To Whom It May Concern:

As a result of the unforeseeable, dramatic changes caused by COVID-19 and the resulting federal and state of emergencies, we are writing to inform you that there will be a mass layoff at the Caleres, Inc. Corporate Headquarters located at 8300 Maryland Avenue, Clayton, MO 63105. This mass layoff is expected to be temporary. The date of the first furlough began March 28, 2020 and all concluded by March 29, 2020.

In an abundance of caution, the Company is providing you with this notice and to the extent this is considered a “triggering event” for purposes of the Federal WARN Act [29 U.S.C §§ 2101, et seq.] and/or other applicable law. Assuming that business conditions improve, however, the Company is hopeful that the actions it is taking are temporary and that some or all of these employees will be able to return to work in the future.

We decided to furlough these employees as a result of COVID-19, including a sudden and unpredictable impact on the company’s sales and operations. This has included, among other factors, governmental mandates including a national state of emergency, a state-wide emergency followed by a St. Louis and St. Louis County “shelter in place” order in Missouri (and in many other states and municipalities as well), the abrupt closure of our 1000+ retail stores, as well as similar closures of our top wholesale partner’s stores and operations, all of which has resulted in a significant decrease in sales, orders, shipments, and operations. These circumstances were not reasonably foreseeable until the

last few days when the ongoing impact of COVID-19 became clear. For that reason, we were unable to provide the full 60 days' notice that we might otherwise provide regarding these furloughs, and we are providing as much notice as is practicable given the rapid pace at which this situation has developed.

All affected employees have been notified of their furlough dates and that this action is expected to be temporary. Those employees were furloughed beginning on March 28, 2020 with all accomplished by March 29, 2020. Those employees have also been informed that they may be eligible for Unemployment Insurance.

A list of the job positions and number of individuals who will be affected by the mass layoff along with the anticipated schedule is attached as Exhibit 1.

There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this Mass Layoff. These employees are not represented by a union.

## EXHIBIT 1

Job Title	Number of Affected Individuals	Location
Account Director	1	St. Louis Headquarters
Account Executive	6	St. Louis Headquarters
Accounting Representative	1	St. Louis Headquarters
Administrator, Contracts & Legal Process	1	St. Louis Headquarters
Analyst, AR and Billing	1	St. Louis Headquarters
Analyst, Disputes	2	St. Louis Headquarters
Art Director	2	St. Louis Headquarters
Assist Manager, CC Reporting & Analysis	1	St. Louis Headquarters
Assist Manager, Consumer Care	2	St. Louis Headquarters
Assistant Demand Planner	2	St. Louis Headquarters
Assistant Producer	1	St. Louis Headquarters
Associate Account Executive	4	St. Louis Headquarters
Associate Creative Director	1	St. Louis Headquarters
Associate Designer	4	St. Louis Headquarters
Associate Digital Account Manager	1	St. Louis Headquarters
Associate General Counsel	1	St. Louis Headquarters
Associate, Maintenance	1	St. Louis Headquarters
Asst Office Mgr - Customer Serv Sales	1	St. Louis Headquarters
Auditor	1	St. Louis Headquarters
Brand Ambassador	1	St. Louis Headquarters
Buyer, FF Canada	1	St. Louis Headquarters
Buyer, Naturalizer	2	St. Louis Headquarters
Consumer Care Call Agent	48	St. Louis Headquarters
Consumer Services Associate	1	St. Louis Headquarters
Creative Content Designer	1	St. Louis Headquarters
Data Security Administrator I	1	St. Louis Headquarters
Data Security Analyst I	1	St. Louis Headquarters
Demand Planner - Brand Portfolio	1	St. Louis Headquarters
Design Researcher II	1	St. Louis Headquarters
Designer	3	St. Louis Headquarters
Developer I	3	St. Louis Headquarters
Developer II	4	St. Louis Headquarters
Developer III	6	St. Louis Headquarters
Developer Lead	1	St. Louis Headquarters

Director, Commercialization & Costing	1	St. Louis Headquarters
Director, HR Business Partnerships	1	St. Louis Headquarters
Director, IT	1	St. Louis Headquarters
Director, Margin & Profit Analytics	1	St. Louis Headquarters
Director, Product Operations & Costing	1	St. Louis Headquarters
Director, Sales	1	St. Louis Headquarters
Director, Store Environments	1	St. Louis Headquarters
Director, Supply Chain Operations	1	St. Louis Headquarters
Director, Wholesale Sales	1	St. Louis Headquarters
Enterprise Delivery II	1	St. Louis Headquarters
Enterprise Delivery III	1	St. Louis Headquarters
Enterprise Support I	1	St. Louis Headquarters
Enterprise Support II	1	St. Louis Headquarters
Executive Admin, Brand Portfolio	1	St. Louis Headquarters
Executive Assistant, Stores	1	St. Louis Headquarters
Fashion Photo Stylist	1	St. Louis Headquarters
Financial Analyst, Brand Portfolio	2	St. Louis Headquarters
Functional Analyst I	3	St. Louis Headquarters
Functional Analyst II	1	St. Louis Headquarters
Functional Analyst III	4	St. Louis Headquarters
Int'l Credit Analyst & B2B Collections	1	St. Louis Headquarters
IT Contracts & Asset Administrator	1	St. Louis Headquarters
Jr Copywriter	1	St. Louis Headquarters
Maintenance Technician	1	St. Louis Headquarters
Manager, Asset & Revenue Management	1	St. Louis Headquarters
Manager, Assortment & Business Planning	8	St. Louis Headquarters
Manager, Buying Rep	1	St. Louis Headquarters
Manager, Consumer Care	1	St. Louis Headquarters
Manager, Costing Wholesale	1	St. Louis Headquarters
Manager, Demand Planning	1	St. Louis Headquarters
Manager, Digital Media	1	St. Louis Headquarters
Manager, eCommerce AE	1	St. Louis Headquarters
Manager, Events, Field & Cause Mkt	1	St. Louis Headquarters
Manager, Field Talent Management	2	St. Louis Headquarters
Manager, Finance - Allen Edmonds	1	St. Louis Headquarters
Manager, HR Business Partnerships	2	St. Louis Headquarters
Manager, HR Marketing & Communications	1	St. Louis Headquarters
Manager, IT	8	St. Louis Headquarters
Manager, Learning & Development	1	St. Louis Headquarters
Manager, Location Planning	1	St. Louis Headquarters

Manager, Marketing	1	St. Louis Headquarters
Manager, Material Planning	1	St. Louis Headquarters
Manager, Merch Allocation	1	St. Louis Headquarters
Manager, Merch Allocation & New Stores	1	St. Louis Headquarters
Manager, Merchandise Planning & Alloc	1	St. Louis Headquarters
Manager, Planning - Footwear	1	St. Louis Headquarters
Manager, Planning - Non-Footwear	1	St. Louis Headquarters
Manager, Product Development	2	St. Louis Headquarters
Manager, Sales Planning	2	St. Louis Headquarters
Manager, Store Construction	1	St. Louis Headquarters
Manager, Store Maintenance	1	St. Louis Headquarters
Manager, Store Planning	1	St. Louis Headquarters
Manager, Technical Services	1	St. Louis Headquarters
Network Engineer I	1	St. Louis Headquarters
Office Mgr - Customer Serv Inside Sales	1	St. Louis Headquarters
Paralegal II	1	St. Louis Headquarters
Photography Specialist	1	St. Louis Headquarters
Product Coordinator	4	St. Louis Headquarters
Product Line Manager	1	St. Louis Headquarters
Project Manager II	2	St. Louis Headquarters
Quality Assurance Analyst II	1	St. Louis Headquarters
Receptionist/Admin Assist	1	St. Louis Headquarters
Receptionist/Switchboard Operator	1	St. Louis Headquarters
Regional Manager, Stores	1	St. Louis Headquarters
Representative, Advanced Service	1	St. Louis Headquarters
Representative, Asset Management	1	St. Louis Headquarters
Representative, Buying	6	St. Louis Headquarters
Representative, Customer Compliance	1	St. Louis Headquarters
Representative, Email	4	St. Louis Headquarters
Representative, Marketing Planning	1	St. Louis Headquarters
Representative, Master Data	2	St. Louis Headquarters
Representative, OM Drop Ship - AE	1	St. Louis Headquarters
Representative, Order Analysis	3	St. Louis Headquarters
Representative, Order Management	9	St. Louis Headquarters
Representative, Order Mgmt-Key Accounts	2	St. Louis Headquarters
Representative, Real Estate Management	1	St. Louis Headquarters
Representative, Sales Support	1	St. Louis Headquarters
Representative, Source to Pay	5	St. Louis Headquarters
Retail Accountant	1	St. Louis Headquarters
Retoucher	2	St. Louis Headquarters

Sales Planner	1	St. Louis Headquarters
Sample & Events Log Coord	1	St. Louis Headquarters
Sample Coordinator	2	St. Louis Headquarters
Senior Retoucher	1	St. Louis Headquarters
Specialist, Communications Content	1	St. Louis Headquarters
Specialist, Consumer Care Systems	1	St. Louis Headquarters
Specialist, Consumer Loyalty	1	St. Louis Headquarters
Specialist, Costing	1	St. Louis Headquarters
Specialist, Customs	1	St. Louis Headquarters
Specialist, Demand Procurement/Plan	3	St. Louis Headquarters
Specialist, Dillards VMI	1	St. Louis Headquarters
Specialist, Events, Field & Cause Mkt	1	St. Louis Headquarters
Specialist, Income Tax	1	St. Louis Headquarters
Specialist, Location Planning	3	St. Louis Headquarters
Specialist, Marketing Database	1	St. Louis Headquarters
Specialist, Merchandise Allocation	15	St. Louis Headquarters
Specialist, Order Analysis	1	St. Louis Headquarters
Specialist, Planning - Footwear	11	St. Louis Headquarters
Specialist, Pricing & Reporting	1	St. Louis Headquarters
Specialist, Process & Communications	1	St. Louis Headquarters
Specialist, Procurement	1	St. Louis Headquarters
Specialist, Procurement Print Marketing	1	St. Louis Headquarters
Specialist, Product Development AE	1	St. Louis Headquarters
Specialist, Product Management	1	St. Louis Headquarters
Specialist, Product Operations	1	St. Louis Headquarters
Specialist, Real Estate Management	1	St. Louis Headquarters
Specialist, Site Merchandising AE	1	St. Louis Headquarters
Specialist, Source to Pay - Sales Audit	1	St. Louis Headquarters
Specialist, Store Maintenance	1	St. Louis Headquarters
Specialist, Store Optimization	1	St. Louis Headquarters
Specialist, Store Planning	1	St. Louis Headquarters
Specialist, Store Planning Finance	1	St. Louis Headquarters
Specialist, Store Support Comm & Content	2	St. Louis Headquarters
Specialist, Store Support Sys	8	St. Louis Headquarters
Specialist, Supply Chain Operations	1	St. Louis Headquarters
Specialist, Translation & Communications	1	St. Louis Headquarters
Specialist, Visual Merch Operations	1	St. Louis Headquarters
Specialist, Web Merch & Experience	1	St. Louis Headquarters
Specialist, Wholesale Planning & Sys	1	St. Louis Headquarters
Specialist, Workforce Management	2	St. Louis Headquarters

Sr Accountant	5	St. Louis Headquarters
Sr Analyst, Inventory Control	2	St. Louis Headquarters
Sr Auditor	1	St. Louis Headquarters
Sr B2B Collector	2	St. Louis Headquarters
Sr Buyer, Famous Footwear	1	St. Louis Headquarters
Sr Designer	1	St. Louis Headquarters
Sr Director, Real Estate	2	St. Louis Headquarters
Sr Lease Auditor	1	St. Louis Headquarters
Sr Lease Negotiator, Corp Real Estate	1	St. Louis Headquarters
Sr Manager, 3D Tech & Innovative Dev	1	St. Louis Headquarters
Sr Manager, Merchandising	1	St. Louis Headquarters
Sr Manager, Wholesale Systems & Process	1	St. Louis Headquarters
Sr Specialist, Location Planning	1	St. Louis Headquarters
Sr Specialist, Marketing Analytics	1	St. Louis Headquarters
Sr Specialist, Marketing Naturalizer	1	St. Louis Headquarters
Sr Specialist, Merchandise Allocation	1	St. Louis Headquarters
Sr Specialist, Procurement Print Mktng	1	St. Louis Headquarters
Sr Specialist, Visual Merchandising	1	St. Louis Headquarters
Sr. Director, Store Planning	1	St. Louis Headquarters
Studio Manager	1	St. Louis Headquarters
Supervisor, Customer Compliance	1	St. Louis Headquarters
Supervisor, Customs	1	St. Louis Headquarters
Supervisor, Order Management	2	St. Louis Headquarters
Supervisor, Travel	1	St. Louis Headquarters
Systems Engineer I	1	St. Louis Headquarters
Systems Engineer II	2	St. Louis Headquarters
Systems Engineer III	1	St. Louis Headquarters
Technical Fit Model	1	St. Louis Headquarters
Telecom Engineer II	1	St. Louis Headquarters
Territory 203	1	St. Louis Headquarters
Territory 205	1	St. Louis Headquarters
Territory 206	1	St. Louis Headquarters
Territory 207	1	St. Louis Headquarters
Traffic Manager	1	St. Louis Headquarters
Treasury Analyst, Corporate	1	St. Louis Headquarters
User Experience Designer I	1	St. Louis Headquarters
UX Analyst	1	St. Louis Headquarters
Web Developer I	1	St. Louis Headquarters
Web Developer II	1	St. Louis Headquarters

**Note:**

**The Date of Furlough for all Affected Individuals is 03/28/2020 unless otherwise noted.**

**The location of Furlough for all Affected Individuals is the Clayton Corporate Headquarters unless otherwise noted.**

# SUITSUPPLY

Date: March 26, 2020

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
Re: Notice of Furlough

This notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification Act of 1988, which requires employers to give official notice to certain government units or officials of a pending mass layoff or permanent closure.

This is to advise you that on March 29, 2020, Suit Supply St. Louis, Inc. located at 44 Maryland Plaza, St. Louis, MO 63108, will temporarily furlough a number of employees.

The number of employees affected is 6. A list of the affected positions is enclosed. Affected employees do not have bumping rights.

Employees are not represented by a union.

# SUITSUPPLY

## Positions

- Store Manager
- Assistant Store Manager
- Sales Professional
- Tailor



April 3, 2020

**WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102**

Dear Sir or Madam:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Asbury Automotive Group, Inc. will furlough employees at its facility located at **Audi Creve Coeur 11830 Olive Boulevard Creve Coeur, MO 63141**. All furloughed employees will be separated on April 3, 2020. This action will affect **24** employees at that time. Our present expectation is that the furlough will be temporary. Because we do not have a seniority policy, there are no seniority or bumping rights.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.



May 1, 2020

**WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102**

Dear Sir or Madam:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Asbury Automotive Group, Inc. will furlough additional employees at its facility located at **Land Rover St. Louis/Jaguar St. Louis 11654 Olive Boulevard Creve Coeur, MO 63141**. Initially, the Company notified you that it furloughed employees on April 3, 2020. The Company will furlough additional employees effective May 1, 2020. This action will affect **22** employees at that time. Our present expectation is that the furlough will be temporary. Because we do not have a seniority policy, there are no seniority or bumping rights.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.



April 3, 2020

**WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102**

Dear Sir or Madam:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Asbury Automotive Group, Inc. will furlough employees at its facility located at **Land Rover St. Louis/Jaguar St. Louis 11654 Olive Boulevard Creve Coeur, MO 63141**. All furloughed employees will be separated on April 3, 2020. This action will affect **21** employees at that time. Our present expectation is that the furlough will be temporary. Because we do not have a seniority policy, there are no seniority or bumping rights.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.



April 3, 2020

**WARN Coordinator**  
**Missouri Department of Higher Education & Workforce Development**  
**P.O. Box 1087**  
**Jefferson City, MO 65102**

Dear Sir or Madam:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Asbury Automotive Group, Inc. will furlough employees at its facility located at **Mercedes-Benz of Chesterfield 951 Technology Dr. O'Fallon, MO 63368**. All furloughed employees will be separated on April 3, 2020. This action will affect **11** employees at that time. Our present expectation is that the furlough will be temporary. Because we do not have a seniority policy, there are no seniority or bumping rights.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.



May 1, 2020

**WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102**

Dear Sir or Madam:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Asbury Automotive Group, Inc. will furlough additional employees at its facility located at **Plaza BMW 11858 Olive Boulevard Creve Coeur, MO 63141**. Initially, the Company notified you that it furloughed employees on April 3, 2020. The Company will furlough additional employees effective May 1, 2020. This action will affect **21** employees at that time. Our present expectation is that the furlough will be temporary. Because we do not have a seniority policy, there are no seniority or bumping rights.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.



April 3, 2020

**WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102**

Dear Sir or Madam:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Asbury Automotive Group, Inc. will furlough employees at its facility located at **Plaza BMW 11858 Olive Boulevard Creve Coeur, MO 63141**. All furloughed employees will be separated on April 3, 2020. This action will affect **18** employees at that time. Our present expectation is that the furlough will be temporary. Because we do not have a seniority policy, there are no seniority or bumping rights.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.



May 1, 2020

**WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102**

Dear Sir or Madam:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Asbury Automotive Group, Inc. will furlough additional employees at its facility located at **Plaza Infiniti 755 N. New Ballas Creve Coeur, MO 63141**. Initially, the Company notified you that it furloughed employees on April 3, 2020. The Company will furlough additional employees effective May 1, 2020. This action will affect **11** employees at that time. Our present expectation is that the furlough will be temporary. Because we do not have a seniority policy, there are no seniority or bumping rights.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.



April 3, 2020

**WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102**

Dear Sir or Madam:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Asbury Automotive Group, Inc. will furlough employees at its facility located at **Plaza Infiniti 755 N. New Ballas Road Creve Coeur, MO 63141**. All furloughed employees will be separated on April 3, 2020. This action will affect **9** employees at that time. Our present expectation is that the furlough will be temporary. Because we do not have a seniority policy, there are no seniority or bumping rights.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.



May 1, 2020

**WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102**

Dear Sir or Madam:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Asbury Automotive Group, Inc. will furlough additional employees at its facility located at **Plaza Lexus 777 Decker Ln Creve Coeur, MO 63141**. Initially, the Company notified you that it furloughed employees on April 3, 2020. The Company will furlough additional employees effective May 1, 2020. This action will affect **26** employees at that time. Our present expectation is that the furlough will be temporary. Because we do not have a seniority policy, there are no seniority or bumping rights.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.



April 3, 2020

**WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102**

Dear Sir or Madam:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Asbury Automotive Group, Inc. will furlough employees at its facility located at **Plaza Lexus 777 Decker Lane Creve Coeur, MO 63141**. All furloughed employees will be separated on April 3, 2020. This action will affect **25** employees at that time. Our present expectation is that the furlough will be temporary. Because we do not have a seniority policy, there are no seniority or bumping rights.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.



May 1, 2020

**WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102**

Dear Sir or Madam:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Asbury Automotive Group, Inc. will furlough additional employees at its facility located at **Plaza Mercedes-Benz/Smart 11910 Olive Boulevard Creve Coeur, MO 63141**. Initially, the Company notified you that it furloughed employees on April 3, 2020. The Company will furlough additional employees effective May 1, 2020. This action will affect **28** employees at that time. Our present expectation is that the furlough will be temporary. Because we do not have a seniority policy, there are no seniority or bumping rights.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.



AUTOMOTIVE GROUP

April 3, 2020

**WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102**

Dear Sir or Madam:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Asbury Automotive Group, Inc. will furlough employees at its facility located at **Plaza Mercedes-Benz/Smart 11910 Olive Boulevard Creve Coeur, MO 63141**. All furloughed employees will be separated on April 3, 2020. This action will affect **26** employees at that time. Our present expectation is that the furlough will be temporary. Because we do not have a seniority policy, there are no seniority or bumping rights.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.

September 4, 2020

**Via Email; U.S. Mail**

WARN Coordinator

Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
ETT.DWD@dhewd.mo.gov

Mayor Dan Borgmeyer  
c/o City of St. Charles  
200 N. Second Street  
Saint Charles, MO 63301

**RE: Leonard's Mental, Inc.– Notice of Mass Layoff Pursuant to the Federal WARN Act**

To Whom This May Concern:

This notice is being provided pursuant to the Federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 *et seq.* (“WARN Act”), to inform you that Leonard’s Metal, Inc. d/b/a LMI Aerospace, must institute a mass layoff of 52 employees at its production facility located at 411 Fountain Lakes Blvd., Saint Charles, MO 63301-4325 beginning on November 6, 2020 and continuing through April 2, 2021. The mass layoff is expected to be permanent. The mass layoff does **not** impact the adjacent Corporate office at 411 Fountain Lakes Blvd., Saint Charles, MO 63301-4325. The job titles of positions affected and the expected schedule of layoffs is below:

Supervisor-Production	November 6, 2020
Maintenance Mechanic 2 Core	November 6, 2020
Assembler	November 6, 2020
Assembler	November 6, 2020
Quality Inspector 3 Advanced	November 6, 2020
Engineer-Quality	November 6, 2020
Quality Inspector 3 Advanced	November 6, 2020
Quality Inspection Lead	November 6, 2020
Assembler	November 6, 2020
Assembler	November 6, 2020
Assembler	November 6, 2020

Assembler 2 Advanced	November 6, 2020
Assembler 4 Mastery	November 6, 2020
Assembler	December 4, 2020
Assembler 3 Advanced	December 4, 2020
Assembler 3 Mastery	December 4, 2020
Assembler 3 Mastery	December 4, 2020
Assembler	December 4, 2020
Assembler 2 Mastery	December 4, 2020
Assembler 3 Advanced	December 4, 2020
Document Control Specialist 4 Mastery	December 4, 2020
Assembler 4 Core	January 4, 2021
Assembler	January 4, 2021
Painter 3 Advanced	January 4, 2021
Shipping/Receiving Clerk 2 Mastery	January 4, 2021
Shipping/Receiving Clerk 2 Mastery	January 4, 2021
Inventory Control 3 Advanced	January 4, 2021
Assembler	January 4, 2021
Assembler Lead	January 4, 2021
Customer Support Representative	January 4, 2021
Customer Support Representative	January 4, 2021
Master Scheduler	January 4, 2021
Buyer 2	January 4, 2021
Assembler 4 Advanced	January 4, 2021
Assembler 4 Mastery	January 4, 2021
Engineer-Manufacturing	April 2, 2021
Assembler 2 Mastery	April 2, 2021
Assembler 3 Mastery	April 2, 2021
Assembler 3 Core	April 2, 2021
Kitting Clerk 3 Mastery	April 2, 2021
Quality Inspector 3 Advanced	April 2, 2021
Assembler 3 Mastery	April 2, 2021

Assembler 4 Advanced	April 2, 2021
Quality Inspector 4 Mastery	April 2, 2021
Assembler 4 Mastery	April 2, 2021
Engineer-Manufacturing	April 2, 2021
Assembler Lead	April 2, 2021
Supervisor-Production Support	April 2, 2021
Assembler 4 Mastery	April 2, 2021
Assembler 4 Mastery	April 2, 2021
Assembler 4 Mastery	April 2, 2021
Quality Inspector 4 Core	April 2, 2021

There are no bumping rights and the employees are not represented. The production facility is expected to be completely shut down in April 2021.

April 10, 2020

**Via Email; U.S. Mail**

WARN Coordinator

Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
ETT.DWD@dhewd.mo.gov

Mayor Dan Borgmeyer  
c/o City of St. Charles  
200 N. Second Street  
Saint Charles, MO 63301

**RE: Leonard's Mental, Inc. d/b/a LMI Aerospace – Notice of Furlough Pursuant to the Federal WARN Act**

To Whom This May Concern:

This notice is being provided pursuant to the Federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 *et seq.* (“WARN Act”), to inform you that Leonard’s Metal, Inc. d/b/a LMI Aerospace, as a result of the COVID-19 pandemic and a significant, unforeseeable, and rapid downturn in the U.S. economy and related consequences, must institute an indefinite furlough effective April 13, 2020, of 88 employees at its facility located at 411 Fountain Lakes Blvd., Saint Charles, MO 63301-4325. The need for this furlough was not reasonably foreseeable and LMI is providing notice with as much advanced notice as has proved practicable. The furlough is expected to be temporary. However, because we cannot provide an expected end-date to the furlough at this time, we are providing you this notice pursuant to 20 C.F.R. § 639.7(e).

The employees being furloughed are:

Program Manager  
Manager, Master Data  
Project Engineer  
Applications Support Analyst  
Engineer  
Analyst-Finance  
Senior Project Specialist  
IT Client Solutions Analyst  
Intern-IT  
IT Client Solutions Analyst  
Senior Commodity Data Analyst  
IT Project Manager

Executive Assistant to CEO  
Commodity Manager, Raw Material  
Commodity Manager, IT & Capex  
Manager, Engineering - COE, Fabrication & Processing  
Talent Acquisition Coordinator  
Project Engineer  
Full Stack .Net Developer  
Senior Manager, Configuration Management  
Talent Acquisition Specialist  
SAP Business Analyst  
Manager - Supplier Quality  
Engineer  
Manager-Contracts  
Clerk-Order Processing  
Program Manager  
Change Leader, MM  
Specialist - IT Service Desk  
Controller-Divisional  
Human Resources Generalist  
Administrator-Tool Control  
Tool Design Engineer II  
Quality Engineer  
Estimator  
GAC Program Manager  
Administrator-Contracts  
Program Manager  
Quality Data Analyst  
Engineer-Quality  
Director-Business Development  
Applications Developor  
Project Engineer  
Clerk-Accounts Payable  
IT Client Solutions Analyst  
Supplier Quality Assurance Engineer  
Clerk-Order Processing  
Applications Support Analyst  
Applications Developer  
Business Solutions Analyst  
Information Security & Compliance Analyst  
Administrator-Contracts  
Estimating Support Technician  
Change Leader, Costing  
IT SCCM Packager  
Manager, Tool Engineering

Change Leader, Quality Management  
Clerk-Order Processing  
IT Client Solutions Analyst  
Administrator-Contracts  
Commodity Manager, MRO & Consumables  
Customer Liaison  
Change Management Specialist  
Project Engineer  
Director of Pricing  
Project Engineer  
Accounts Payable Clerk  
Applications Developer  
Manager-Estimating  
Service Delivery Manager, Eng & Shop Floor Solutions  
Supplier Quality Assurance Engineer  
Accounts Receivable Specialist  
Engineer-Manufacturing  
Controller-Corporate  
Clerk-Accounts Payable  
Material Logistic Specialist  
Commodity Manager, Hardware  
Specialist - IT Service Desk  
Purchasing Agent  
IT Client Solutions Analyst  
Program Manager  
Business Data Analyst  
Coordinator-Travel Services  
Estimator  
Materials & Processes Engineer  
Manager-Lean  
Senior Applications Support Analyst  
Business Development Manager

There are no bumping rights and the employees are not represented. LMI's facility will not be completely shut down.

April 10, 2020

**Via Email; U.S. Mail**

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
ETT.DWD@dhewd.mo.gov

Mayor Dan Borgmeyer  
c/o City of St. Charles  
200 N. Second Street  
Saint Charles, MO 63301

**RE: Leonard's Metal, Inc. d/b/a LMI Aerospace – Notice of Furlough Pursuant to the Federal WARN Act**

To Whom This May Concern:

This notice is being provided pursuant to the Federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 *et seq.* (“WARN Act”), to inform you that Leonard’s Metal, Inc. d/b/a LMI Aerospace, as a result of the COVID-19 pandemic and a significant, unforeseeable, and rapid downturn in the U.S. economy and related consequences, must institute an indefinite furlough effective April 13, 2020, of 52 employees at its facility located at 3030 N. Highway 94, Saint Charles, MO 63301-0244. The need for this furlough was not reasonably foreseeable and LMI is providing notice with as much advanced notice as has proved practicable. The furlough is expected to be temporary. However, because we cannot provide an expected end-date to the furlough at this time, we are providing you this notice pursuant to 20 C.F.R. § 639.7(e).

The employees being furloughed are:

Machinist 1 Mastery  
Raw Material Handler 2 Core  
Machinist 3 Mastery  
Forming Fabricator 3 Advanced  
Engineer  
Forming Fabricator Lead  
Machinist Lead  
Heat Treat Operator 4 Mastery  
Engineer-Quality  
Forming Fabricator 2 Advanced  
Machinist 1 Mastery  
Forming Fabricator 2 Core

Manager-Manufacturing Support  
Forming Fabricator 4 Mastery  
Forming Fabricator  
Quality Inspector 4 Mastery  
Machinist 3 Mastery  
Forming Fabricator 1 Core  
Production Supervisor  
Raw Material Handler 3 Advanced  
Customer Support Representative  
Forming Fabricator  
CNC Programmer  
Raw Material Handler 3 Mastery  
Quality Inspector 4 Mastery  
Machinist 2 Core  
Forming Fabricator  
Machinist 3 Mastery  
Machinist 3 Mastery  
Quality Inspector 4 Mastery  
Forming Fabricator 3 Mastery  
Raw Material Handler 2 Mastery  
Machinist 1 Mastery  
CMM Operator 3 Mastery  
Forming Fabricator 2 Core  
Heat Treat Operator 4 Core  
Machinist 3 Core  
Lead Engineer  
Forming Fabricator  
Forming Fabricator 4 Mastery  
Quality Engineer  
Forming Fabricator 4 Mastery  
Customer Support Representative  
Heat Treat Operator  
Production Supervisor  
Forming Fabricator 4 Mastery  
Machinist Lead  
Forming Fabricator 4 Mastery  
CMM Operator 3 Mastery  
CMM Operator 3 Core  
Quality Inspector 4 Mastery  
Raw Material Handler 1 Core

There are no bumping rights and the employees are not represented. LMI's facility will not be completely shut down.

**Subject:** RE: WARN Notice  
**Date:** Friday, April 10, 2020 at 11:23:51 PM Central Daylight Time  
**From:** Lilian Davis  
**To:** DWD, ETT  
**CC:**

My email below concerning LMI's Cuba facility incorrectly references Leonard's Metal, Inc. The correct entity is Ozark Mountain Technologies, LLC. I apologize for any confusion.

**Lilian Davis**

*Shareholder*

100 S. Fourth Street, Suite 1000  
St. Louis, MO 63102  
[polsinelli.com](http://polsinelli.com)

**Polsinelli Cross-Disciplinary COVID-19 Team Guidance:**  
<https://www.covid19.polsinelli.com/>

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**From:** Lilian Davis  
**Sent:** Friday, April 10, 2020 10:09 PM  
**To:** 'ETT.DWD@dhewd.mo.gov' <ETT.DWD@dhewd.mo.gov>  
**Cc:**

**Subject:** WARN Notice

To Whom It May Concern:

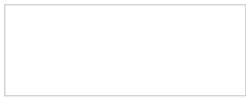
Attached please find correspondence submitted on behalf of Leonard's Metal, Inc. d/b/a LMI Aerospace pursuant the Federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 et seq.

Thank you.

**Lilian Davis**

*Shareholder*

100 S. Fourth Street, Suite 1000  
St. Louis, MO 63102



Polsinelli PC, Polsinelli LLP in California

[polsinelli.com](http://polsinelli.com)

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April 10, 2020

**Via Email; U.S. Mail**

WARN Coordinator

Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
ETT.DWD@dhewd.mo.gov

Mayor Ray Mortimeyer  
c/o City of Cuba  
202 N. Smith Street  
Cuba, MO 65453

**RE: Ozark Mountain Technologies, LLC d/b/a LMI Aerospace – Notice of Furlough Pursuant to the Federal WARN Act**

To Whom This May Concern:

This notice is being provided pursuant to the Federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 *et seq.* (“WARN Act”), to inform you that Leonard’s Metal, Inc. d/b/a LMI Aerospace, as a result of the COVID-19 pandemic and a significant, unforeseeable, and rapid downturn in the U.S. economy and related consequences, must institute an indefinite furlough effective April 13, 2020, of 87 employees at its facility located at 106 Midland Drive, Cuba, MO 65453-1543. The need for this furlough was not reasonably foreseeable and LMI is providing notice with as much advanced notice as has proved practicable. The furlough is expected to be temporary. However, because we cannot provide an expected end-date to the furlough at this time, we are providing you this notice pursuant to 20 C.F.R. § 639.7(e).

The employees being furloughed are:

Material Handler  
Post-Paint Assistant 1  
Quality Inspection Lead  
Pre-Paint Assistant  
Processing Operator 1  
Racker 1  
Pre-Paint Assistant 1  
Maintenance Mechanic  
Maintenance Mechanic Lead  
Masker  
Customer Support Representative  
Material Handler 1

Planner  
Supervisor-Quality  
Maintenance Mechanic 1  
Analyst-Finance  
EHS Specialist  
Racker  
Masker 1  
Processing Operator 2  
Painter 2  
Racker  
Painter 2  
Masker 1  
Pre-Paint Assistant 1  
Pre-Paint Assistant 1  
Specialist-Environment  
Pre-Paint Assistant 1  
Pre-Paint Assistant 1  
Painter 2  
Pricing/Quoting Agent  
Maintenance Mechanic 1  
Technician-Laboratory  
Clerk-Accounts Payable  
Laboratory Technician  
Masker 1  
Racker 2  
Planner  
Quality Inspector 2  
Technician-Engineering Support  
Shipping Agent  
Quality Inspector  
Post-Paint Assistant  
Pre-Paint Assistant  
Post-Paint Assistant 1  
Post-Paint Assistant 1  
Shipping Agent  
Painter  
Manager-Quality  
NDT Inspector 1  
Pre-Paint Assistant  
Shipping Agent  
Masking Lead  
Racker 1  
Post-Paint Assistant 1  
Quality Inspector

NDT Inspector 1  
Project Manager  
Planner  
Quality Inspection Lead  
Painter 1  
Quality Inspector 2  
Racker 1  
Masking Lead  
Lab Technician  
Masker 1  
Material Handler 1  
Planner  
NDT Inspector 2  
Manager-Production  
Post-Paint Assistant 1  
Planner  
Masker  
Masker 1  
Supervisor-Quality  
Painter 2  
Post-Paint Assistant 1  
Manager-Maintenance  
Customer Support Representative  
Masker 1  
Racker 1  
Processing Operator 1  
Planner  
Pre-Paint Assistant  
Masker 1  
Quality Technician  
Masker 1

There are no bumping rights and the employees are not represented. LMI's facility will not be completely shut down.

**Subject:** RE: WARN Notice  
**Date:** Friday, April 10, 2020 at 11:28:00 PM Central Daylight Time  
**From:** Lilian Davis  
**To:** DWD, ETT,  
**CC:**

My email below regarding LMI's Washington facility incorrectly references Leonard's Metal, Inc. The correct entity is Valent Aerostructures, LLC. I apologize for any confusion.

**Lilian Davis**

*Shareholder*

100 S. Fourth Street, Suite 1000  
St. Louis, MO 63102  
[polsinelli.com](http://polsinelli.com)

**Polsinelli Cross-Disciplinary COVID-19 Team Guidance:**  
<https://www.covid19.polsinelli.com/>

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**From:** Lilian Davis  
**Sent:** Friday, April 10, 2020 11:08 PM  
**To:** 'ETT.DWD@dhewd.mo.gov' <ETT.DWD@dhewd.mo.gov>;

**Subject:** WARN Notice

To Whom It May Concern:

Attached please find correspondence submitted on behalf of Leonard's Metal, Inc. d/b/a LMI Aerospace pursuant the Federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 et seq.

Thank you.

**Lilian Davis**

*Shareholder*

100 S. Fourth Street, Suite 1000  
St. Louis, MO 63102



Polsinelli PC, Polsinelli LLP in California

[polsinelli.com](http://polsinelli.com)

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April 10, 2020

**Via Email; U.S. Mail**

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
ETT.DWD@dhewd.mo.gov

Mayor Sandy Lucy  
c/o City of Washington  
405 Jefferson Street  
Washington, MO 63090  
slucy@washmo.gov

**RE: Leonard's Metal, Inc. d/b/a LMI Aerospace – Notice of Furlough Pursuant to the Federal WARN Act**

To Whom This May Concern:

This notice is being provided pursuant to the Federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 *et seq.* (“WARN Act”), to inform you that Leonard’s Metal, Inc. d/b/a LMI Aerospace, as a result of the COVID-19 pandemic and a significant, unforeseeable, and rapid downturn in the U.S. economy and related consequences, must institute an indefinite furlough effective April 13, 2020, of 80 employees at its facility located at 6325 Avantha Drive, Washington, MO 63090-1074. The need for this furlough was not reasonably foreseeable and LMI is providing notice with as much advanced notice as has proved practicable. The furlough is expected to be temporary. However, because we cannot provide an expected end-date to the furlough at this time, we are providing you this notice pursuant to 20 C.F.R. § 639.7(e).

The employees being furloughed are:

Deburr 2  
Raw Material Handler 2  
Machinist  
Machinist  
Machinist  
Raw Material Handler  
CNC Operator  
Machinist 3  
Machinist 2  
Assembler 2  
Forming Fabricator/Waterjet 1

Machinist 1  
Machinist 2  
Machinist 1  
Business Data Analyst  
Engineer-Manufacturing  
Raw Material Handler 2  
Raw Material Handler 2  
Machinist  
Deburr 3  
Deburr 3  
Machinist  
Machinist 1  
Administrative Assistant  
CNC Programmer  
Purchaser  
Machinist 3  
Assembler 1  
Driver  
Machinist  
Purchaser  
Technician-Maintenance  
Machinist  
Machinist 1  
Contracts  
Assembler 1  
EHS Specialist  
Machinist  
Customer Service Representative  
Shipping/Receiving Clerk  
Deburr Technician  
Lead Contracts Coordinator  
Programmer 1  
Machinist 3  
Machinist  
Planner  
Machinist 1  
Machinist 2  
Machinist 2  
Machinist 4  
Engineer-Manufacturing  
Maintenance Technician 3  
CMM Programmer  
Customer Service Representative  
Maintenance Technician 2

Assembler 4  
Machinist  
Forming Fabricator/Waterjet 3  
Deburr 2  
Project Manager  
CNC Programmer  
Assembler  
Assembler 2 Lead  
Quality Inspector 2  
Machinist 1  
Machinist 2  
Shipping/Receiving Lead  
Forming Fabricator/Waterjet 2  
Executive Administrative Assistant  
Inspection Clerk  
Forming Fabricator/Waterjet 3  
CNC Programmer  
Clerk-Document Control  
Shipping/Receiving Clerk 2  
Assistant-Engineering  
Machinist 2  
Contracts Coordinator  
Planner  
Machinist  
Machinist 1

There are no bumping rights and the employees are not represented. LMI's facility will not be completely shut down.



April 13, 2020

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Re: WARN Act Notice of Layoff at the Kansas City Area Transportation Authority.

Dear Ms. Marshall:

It is with regret that we inform you the Kansas City Area Transportation Authority will be initiating a layoff at its main campus located at 1350 East 17<sup>th</sup> Street, Kansas City Missouri. As a consequence, 11 part-time employees student trainees will be temporarily laid off on April 13, 2020 due to the COVID-19 pandemic. The facility will remain open.

A list of the job titles affected at this time, the number of affected employees in each job title, and a schedule of separations is attached as Exhibit 1. The employees are represented by Local 1287 of the Amalgamated Transit Union, whose chief elected officer is Jonothan Walker, President, ATU Local 1287, 6320 Manchester Ave # 46, Kansas City, MO 64133. The part-time employees do not have bumping rights.

The information contained in this letter is based on the best information available to the Authority at this time.

**EXHIBIT 1**

<b><u>Job Titles Affected</u></b>	<b><u>No. of Affected Employees</u></b>	<b><u>Date of Separation</u></b>
Part-Time Bus Operator student trainees	11	April 13, 2020



April 13, 2020

WARN Coordinator  
Missouri Department of Higher Education and Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Via email to [ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

WARN Coordinator:

This is to notify you pursuant to the Workers Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Frontenac Property Owner LLC dba Hilton St. Louis Frontenac Hotel located at 1335 S. Lindbergh Blvd., St. Louis, Mo 63131 is instigating temporary unpaid furloughs. This action has affected 128 associates.

These actions are the result of the unexpected reduction of hotel occupancy and business operations due to the COVID-19 virus. The impact of this unprecedented crisis remains unknown and we are currently unable to identify an end date for the furloughs at this time. Once this date has been determined affected associates will be contacted depending on business forecasts. There are no "bumping rights" meaning that an affected associate cannot take another associates position. The associates are not represented by a union.

All of the information required by 20 C.F.R. § 639.7(e) is available on site for your inspection.

HILTON ST. LOUIS FRONTENAC  
1335 South Lindbergh Blvd. | St. Louis, MO 63131



AMERICAS • EUROPE • MIDDLE EAST • AFRICA • ASIA • AUSTRALASIA



April 14, 2020  
*(VIA EMAIL AND CERTIFIED MAIL,  
RETURN RECEIPT REQUESTED)*

Ms. Lisa Marshall  
Missouri Department of Higher Education  
& Workforce Development  
301 West High Street  
Jefferson City, MO 65101

Re: Announcement of Planned Action

Dear Ms. Marshall and Commissioner Maples:

As a result of the unforeseeable coronavirus natural disaster, which has resulted in closing our doors to the public, pursuant to the WARN Act we are writing to inform you that there will be a mass furlough at Silver Dollar City Theme Park, Silver Dollar City Campground, the Showboat Branson Belle, and White Water with the primary address being 399 Silver Dollar City Parkway, Branson, Missouri 65616, on April 20, 2020. We were unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 on our business became clear. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed. This mass furlough is expected to be temporary, but the duration is unknown. The expected date of the first separation will be April 20, 2020.

All affected employees have been notified of their furlough dates and that their furloughs from employment are expected to be temporary. Those employees are expected to be furloughed from employment on April 20, 2020. The number of furloughed employees at this facility is 257.

There are no bumping rights for affected employees – that is, employees will not be able to displace more junior employees out of their job positions as a result of the mass furlough.

Ms. Lisa Marshall  
Commissioner Maples  
April 14, 2020  
2 | P a g e

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cc: Commissioner Mark Maples  
Stone County Courthouse  
108 East 4<sup>th</sup> Street  
Galena, MO 65656  
Email: [markmaples@gmail.com](mailto:markmaples@gmail.com)



Scholastic Book Fairs

1080 Greenwood Boulevard, Lake Mary, FL 32746 • 407-829-7300 • FAX 407-829-2600  
[www.scholastic.com/bookfairs](http://www.scholastic.com/bookfairs)

April 9, 2020

**VIA CERTIFIED MAIL**

Dr Sam Page  
St Louis County Executive  
41 South Central Avenue  
Clayton, MO 63105

**VIA CERTIFIED MAIL**

Amy Sublett, Executive Director.  
Central Workforce Development Board  
1107 Kingshighway  
Rolla, MO 65401

**VIA CERTIFIED MAIL**

Mayor Bob Brasses  
625 New Smizer Mill Road  
Fenton, MO 63026

**VIA CERTIFIED MAIL**

Lisa Marshall  
Missouri Department of Higher Education &  
Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

**VIA CERTIFIED MAIL**

Sam Bushman  
Presiding Commissioner  
Cole County Commission  
311 E High Street  
Jefferson City, MO 65101

**Re: Notice of Planned Action in Response to COVID-19**

To whom it may concern:

As a result of the unforeseeable, direct dramatic and significant downturn in business and revenue caused by the Coronavirus (COVID-19) natural disaster and the resulting public health emergency, we are writing to inform you that there will be a mass layoff, to the extent a furlough is considered a layoff, at the Scholastic Book Fairs ("Scholastic" or the "Company") facilities located at 1400 S. Highway Drive Suite 101 Fenton, MO 63026 and 125 Cassens Court, Fenton, MO 63026.

We decided to furlough employees as a result of COVID-19, which has rapidly spread throughout the U.S., necessitating updated and more stringent public health measures. Because of this pandemic, the Company's ability to operate has been impeded. This impact includes significantly decreased revenue and customer counts as a result of widespread closing school closings – i.e., 46 states in the U.S. have closed or are announcing the closing of schools – across the Book Fairs, Book Clubs and Scholastic Education departments, which are inextricably

intertwined to schools. These circumstances were not reasonably foreseeable until recently when the ongoing impact of COVID-19 became clear. For these reasons, we are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed that may have been required by the Worker Adjustment and Retraining Notification Act (WARN), 29 U.S.C. § 2101 et seq., and the regulations of the United States Department of Labor, 29 C.F.R. § 693 et seq. While we believe the furlough to be temporary and may not trigger state or federal WARN, we do not know what the future will hold at this juncture and are providing this notice out of an abundance of caution. By giving this notice, Scholastic does not concede that it is a covered employer as defined in WARN or under other applicable law or regulations, nor does it concede that the planned action constitutes either a plant closing or a mass layoff as defined in WARN or any other applicable law.

The furlough is expected to be temporary, and commenced on March 24, 2020 or within a fourteen (14) day period commencing on that date. During the temporary furlough, the entire plant will/will not be closed. At this time, we are planning for employees to come back to work on or about May 31, 2020; however, we cannot determine at this time the full impact of the COVID-19 pandemic upon our business and employees' return to work will depend on conditions improving and government officials allowing us to reopen our business.

Fifty six (56) employees at the 1400 S. Highway Drive location and fifty five (55) employees at the 125 Cassens Court location have been furloughed. There will not be any bumping rights for the affected employees -- that is, employees will not be able to displace more junior employees out of their job positions as a result of this planned action. The affected employees are not represented by a union.



April 16, 2020

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

*Sent via Certified Mail*

The Honourable Quinton Lucas  
Mayor of City of Kansas City  
City Hall, 29th Floor  
414 E 12th Street  
Kansas City, MO 64106

RE: Announcement of Planned Action

As a result of the unforeseeable, dramatic downturn in business and occupancy caused by the coronavirus natural disaster, we are writing to inform you that there will be a mass layoff at the Marriott Kansas City Country Club Plaza located at 4445 Main Street in Kansas City, Missouri on Thursday, April 30, 2020. This mass layoff is expected to be temporary. The expected date of the first separation will be April 30, 2020.

All affected employees have been notified of their separation dates and that their separation from employment will be Temporary. Those employees are expected to be separated from employment beginning on April 30, 2020, with all separations accomplished by May 5, 2020.

The attached is a list of the job positions and number of individuals who will be affected by the mass layoff along with the anticipated schedule for job losses.



There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this closure.

## Attachment

<b>Job Title</b>	<b>No. of Employees in Job Title</b>	<b>Date of Separation</b>
Accounts Payable Clerk	1	4/30/2020
Assistant Director of Finance	1	4/30/2020
Banquet Captain	2	4/30/2020
Banquet Houseperson	6	4/30/2020
Banquet Manager	1	4/30/2020
Banquet Server	18	4/30/2020
Bartender	4	4/30/2020
Catering Sales Manager	2	4/30/2020
Coffee Attendant	3	4/30/2020
Concierge	6	4/30/2020
Cook I	8	4/30/2020
Dishwasher	3	4/30/2020
Engineer/Maintenance I (entry)	6	4/30/2020
Executive Chef	1	4/30/2020
Executive Housekeeper	1	4/30/2020
Executive Meeting Manager	1	4/30/2020
Front Desk Agent	11	4/30/2020
Front Desk Manager	1	4/30/2020
Front Desk Supervisor	1	4/30/2020
Housekeeping Supervisor	1	4/30/2020
Houseperson	2	4/30/2020
Laundry Attendant	5	4/30/2020
Lobby Attendant	2	4/30/2020
Night Auditor	3	4/30/2020
Restaurant Server	4	4/30/2020
Room Attendant / Housekeeper	14	4/30/2020
Room Service Server	2	4/30/2020
Sales Administrative Assistant	1	4/30/2020
Sales Manager BTS	3	4/30/2020
<b>Grand Count</b>	<b>114</b>	

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
Via email: [ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

WARN Coordinator:

This letter is notice that RR Donnelley has made the decision to permanently close operations at its facility(s) located at 3049 Chouteau Avenue and 5900 Berthold Avenue, St Louis, MO 63103 as a result of COVID-19 and is permanently separating employees at this/these facilities as a result. There are 72 employees currently affected at this employment site. The first separations are planned to take place on or 4/16/20 with final separations planned on or around 6/15/2020. These separations are intended to be permanent. A list of affected job titles and the number of employees in each title accompanies this letter as Attachment A. Some (but not all) employees at this location are covered under a collective bargaining agreement. Various factors may still affect the timing of any employment terminations. None of the affected employees have a right to claim another job at RR Donnelley (so called "bumping rights"). We also are giving appropriate notice to the affected workers and the union representing the affected workers. [The union representative being notified is: Michael Congemi, GCC/IBT Local 6505 President, 1977 Schuetz Road, St Louis, MO 63146.

Whether or not this action triggers the requirements of the Worker Adjustment and Retraining Notification Act, we thought it appropriate to give you this notice. We are taking these employment actions because of COVID-19-related business circumstances that were not reasonably foreseeable. We would like to have given more notice of this action, but were unable to do so because of how quickly our operations were affected by the COVID-19 pandemic, the World Health Organization's pandemic declaration on March 11th, the President's declaration of a national emergency on March 13th, and other related governmental announcements and actions.

w:[rrd.com](http://rrd.com)



## Job Titles and EE Counts

Job Title	Total
Account Intg Specialist 3	1
Account Manager 2	1
Accounting Clerk 1	1
Accounting Clerk 2	1
Admin Assistant 1	1
Administrator 3	1
Applications Specialist 1	1
Associate - Operations	1
Bindery Operator 1	4
Bindery Operator 2	3
Business Analyst 1	1
Estimator 2	1
Estimator 3 -Mfg	1
General Manager 1	1
Hand Bindery Operator	1
HR Generalist 2	1
Imaging Operator 1	3
Imaging Operator 2	1
IT Administrator 3	1
Light Equipment Operator 1	1
Mail Services Specialist 1	2
Mailing Database Coordinator	1
Maintenance Mechanic 1	1
Manager - Plant Controller 1	1
Manager - Sales	1
Operations Clerk 1	1
Picker/Packer 1	1
Prelim/Prepress Operator 2	1
Prelim/Prepress Operator 3	1
Press Operator 1	2
Press Operator 2	2
Print Prod Acct Spec 2 -Cus	5
Print Prod Acct Specialist 1	1
Product Support Specialist 1	1
Product Support Specialist 2	1
Sales Rep 1	1
Sales Rep 2	5
Shift Coordinator 2	2
Shipping & Receiving 1	1
Shipping & Receiving 2	2
Shipping & Receiving 3	4
Supv - Customer Service	1
Supv - Logistics	1
Supv - Manufacturing -Mfg	1
Tech Support Analyst 1	1
Technical Specialist 2	3
Technical Specialist 3	1



Avis  
Budget  
Zipcar  
Payless  
Apex

04/01/2020

Lisa Marshall  
Employment Transition Team Coordinator  
Office of Workforce Development  
301 W High St  
Suite 870  
Jefferson City, MO 65102

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
Via email: [ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

Mayor Lyda Krewson  
1200 Market , City Hall, Room 200  
St. Louis, Missouri 63103  
Via email: [mayorkrewson@stlouis-mo.gov](mailto:mayorkrewson@stlouis-mo.gov)

Lewis Reed  
President of the Board of Aldermen  
City Hall, Room 230  
1200 Market Street  
St. Louis, Missouri 63103  
Via email: [reedl@stlouis-mo.gov](mailto:reedl@stlouis-mo.gov)

Dear Officials,

This letter is notice that Avis Budget Car Rental, LLC and its subsidiaries (“Company”) is conducting terminations and furloughs of employees who work at 10482 Natural Bridge Rd St. Louis, MO 63134 and 12000 Missouri Bottom Rd., Hazelwood, MO 63042.

There are 163 employees currently affected at this employment site. The first employment action at this site will be, or has been implemented on 3/02/2020. Furloughs will continue indefinitely, but are intended to be temporary and last less than six months. Terminations will be permanent.

Job Title	Number of Incumbents	Date of Commencement of Lay-Off and/or Reduced Hours
Agent Combination	6	3/26/2020
Agent Service	38	3/16/2020
Assistant Administrative II	1	3/02/2020
Associate Rental Sales	20	3/12/2020
Driver Bus	17	3/03/2020
Grand Master Craft Lead	5	4/11/2020
Shuttler	39	3/23/2020
Line Management	2	4/04/2020
Mechanic Bus	1	4/11/2020
Operations Manager	1	3/27/2020
Operations Support Manager	1	3/28/2020
Partsperson	1	4/11/2020
Representative Customer Service	23	3/13/2020
Supervisor	1	4/11/2020
Dispatcher	7	3/20/2020

We are taking these employment actions because of COVID-19-related business circumstances that were not reasonably foreseeable. We would like to have given more notice of this action, but were unable to do so because of how quickly our operations were affected by the COVID-19 pandemic, the World Health Organization's pandemic declaration on March 11th, the President's declaration of a national emergency on March 13th, and other related governmental announcements and actions.

We also have given or are giving appropriate notice to the affected workers and any unions. Those notices include information about how to contact the State Unemployment Insurance office.



April 9, 2020

***Via E-mail and Certified Mail***

Missouri Department of Higher Education & Workforce  
Development  
P.O. Box 1087  
Jefferson City, MO 65102

Mayor Dan Borgmeyer  
200 North 2nd Street  
4th Floor, Room 400  
Saint Charles, MO 63301

County Executive Steve Ehlmann  
100 N. Third St.  
St. Charles, MO 63301  
[executive@sccmo.org](mailto:executive@sccmo.org)  
AND  
County Council  
100 N. Third St.  
Suite 124  
St. Charles, MO 63301  
[council@sccmo.org](mailto:council@sccmo.org)

**RE: Notice of Layoff Pursuant to the Federal and California Worker Adjustment and Retraining Notification Acts**

To Whom It May Concern,

In compliance with the Federal Worker Adjustment and Retraining Notification (“WARN”) Act (29 U.S.C. § 2101 *et seq.*) and the California WARN Act (Cal. Labor Code § 1400 *et seq.*), Black Bear Diner (the “Company”) is writing to provide you with notice of a “mass layoff” as that term is defined by statute at our operation Black Bear Diner- St. Charles located at 2865 Veterans Memorial Pkwy- St Charles, MO 63303. Pursuant to California Executive Order N-31-20 and 29 U.S.C. § 2101(b)(2)(A), any reduction in the notification period (to the extent a notice is required) is a result of the unforeseeable business circumstances and economic downturn caused by the COVID-19 pandemic. Notice is concurrently being provided to affected employees in compliance with California Executive Order N-31-20.

Further, although we are providing notice, we believe no notice is required because (i) the pandemic constitutes a physical calamity under Labor Code § 1401(c), (ii) the layoff is temporary and is not expected to exceed 6 months, and therefore is not considered an “employment loss” under 29 U.S. Code § 2101(a)(6), and/or (iii) the layoff is being ordered by government officials and not the employer, and therefore no notice is required under 29 U.S.C. § 2102(a) or Labor Code § 1401(a).



The Year Of The Bear

The positions of 2,137 employees will be subject to layoff. We anticipate this layoff to be temporary until May 7, 2020. This date may be extended based on business needs or order by state or local government officials. There will be no bumping rights or bumping procedures since the employees of the Company are not covered by a collective bargaining unit.

The following is a list of the positions at the which will be subject to furlough / temporary layoff, as well as the number of employees who currently hold these positions:

<b>Job Titles of Affected Positions</b>	<b>Number of Employees Holding Each Position</b>
Dish Machine Operators	4
Expo	0
Food Prep	2
Host/Cash/Busser	5
Janitorial	0
Kitchen	7
Kitchen Lead	0
Server	20
Server Lead	0
Training	0
Training- No Sales	0
Assistant Managers	0
Corporate Employees in various departments	0



April 9, 2020

**Via E-mail and Certified Mail**

Missouri Department of Higher Education & Workforce  
Development  
P.O. Box 1087  
Jefferson City, MO 65102

Mayor Eileen Weir  
City Hall, Office of the Mayor  
111 E. Maple  
Independence, MO 64050  
EWeir@indepmo.org

County Executive Frank White Jr.  
415 E 12th Street  
Kansas City, MO 64106

**RE: Notice of Layoff Pursuant to the Federal and California Worker Adjustment and Retraining Notification Acts**

To Whom It May Concern,

In compliance with the Federal Worker Adjustment and Retraining Notification (“WARN”) Act (29 U.S.C. § 2101 *et seq.*) and the California WARN Act (Cal. Labor Code § 1400 *et seq.*), Black Bear Diner (the “Company”) is writing to provide you with notice of a “mass layoff” as that term is defined by statute at our operation Black Bear Diner- Independence located at 4053 S Little Blue Parkway- Independence, MO 64057. Pursuant to California Executive Order N-31-20 and 29 U.S.C. § 2101(b)(2)(A), any reduction in the notification period (to the extent a notice is required) is a result of the unforeseeable business circumstances and economic downturn caused by the COVID-19 pandemic. Notice is concurrently being provided to affected employees in compliance with California Executive Order N-31-20.

Further, although we are providing notice, we believe no notice is required because (i) the pandemic constitutes a physical calamity under Labor Code § 1401(c), (ii) the layoff is temporary and is not expected to exceed 6 months, and therefore is not considered an “employment loss” under 29 U.S. Code § 2101(a)(6), and/or (iii) the layoff is being ordered by government officials and not the employer, and therefore no notice is required under 29 U.S.C. § 2102(a) or Labor Code § 1401(a).

The positions of 2,137 employees will be subject to layoff. We anticipate this layoff to be temporary until May 7, 2020. This date may be extended based on business needs or order by state or local government officials. There will be no bumping rights or bumping procedures since the employees of the Company are not covered by a collective bargaining unit.



**The Year Of The Bear**

The following is a list of the positions at the which will be subject to furlough / temporary layoff, as well as the number of employees who currently hold these positions:

<b>Job Titles of Affected Positions</b>	<b>Number of Employees Holding Each Position</b>
Dish Machine Operators	7
Expo	0
Food Prep	5
Host/Cash/Busser	15
Janitorial	0
Kitchen	9
Kitchen Lead	0
Server	28
Server Lead	0
Training	0
Training- No Sales	0
Assistant Managers	1
Corporate Employees in various departments	0

# GUITAR CENTER, INC.



*Via Express Mail and Email*

April 17, 2020

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102  
[ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

To Whom it May Concern:

This letter is to inform you that as a result of an unforeseen business circumstances resulting from the sudden effects of the natural disasters that is the coronavirus outbreak, Covid-19, on our business and our client's operations, Guitar Center, Inc. (GTRC Services, Inc.) conducted furloughs of its employees at its operations located at 4001 North Norfleet Road, Kansas City, Missouri 64161, effective April 10, 2020. This action is anticipated to be temporary. The entire facility is closed.

We apologize that we were unable to provide you more advance notice of this action. The speed and vast reach of the Covid-19 outbreak, as well as the different declarations of a state of emergency and directives at the federal, state and local level, including but not limited to: the directives for individuals to remain in place, with exception for essential needs, in certain jurisdictions, the directives for individuals to avoid congregating, limit travel and to work remotely was unforeseeable and caused, and will continue to cause, among other things, a drastic impact on Guitar Center's business, including but not limited to the closure of customer and client locations, travel restrictions, customer contract cancellations, closing operations and uncertain future such that Guitar Center does not have alternative work to offer to its affected employees. These business circumstances were not reasonably foreseeable as of the time that notices would have been required. After reviewing our staffing and business needs, we are providing this notice to you at the earliest possible time.

Enclosed is a listing of the job titles of the positions affected and the number of affected employees in each job classification.

The affected employees at this facility are not represented by any union. There are no bumping rights at this location.

If any employee's lost their job or have been laid off temporarily, employees may be eligible for Unemployment Insurance (UI). They have been provided the information to determine eligibility and file claims.

## JOB TITLE AND NUMBER OF AFFECTED EMPLOYEES

<b>Job Title</b>	<b>Total Employees</b>
Assistant, Administrative	1
Associate B, Receiving	30
Associate B, Shipping	63
Associate, Maintenance	1
Associate, Operations Utility	1
Associate, PSI Utility	2
Associate, Receiving	2
Associate, Repair Utility	7
Associate, Returns	3
Associate, Shipping	56
Clerk, Expedite	3
Clerk, IRG	12
Clerk, LP & Safety	3
Clerk, Missing Parts	1
Clerk, Problem Resolutions	3
Clerk, Returns	25
Clerk, RTV	2
Clerk, Vendor Compliance	2
Coordinator, Accounts Payable	1
Coordinator, Opex	12
Coordinator, PSI Operations	1
Coordinator, PSI Services	1
Coordinator, Training	1
Coordinator, Transportation	2
Engineer, Jr. Industrial	1
Human Resources Generalist	1
Inventory Control Auditor	1
Lead, LP & Safety	1
Lead, Operations	29
Specialist, Transportation	1
Supervisor, LP & Safety	1
Supervisor, Operations	5
Technician Sr., Repair	1
Technician, Maintenance	9
Technician, Repair	6
<b>Total</b>	<b>291</b>

**James A. Overcash, Chapter 11 Trustee  
Pinnacle Healthcare System, Inc.  
(Case No. 20-20224 pending in the United States  
Bankruptcy Court for the District of Kansas)**

April 10, 2020

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

**Re: Notice of Layoff  
Worker Adjustment and Retraining Notification Act Notice**

On February 12, 2020, Pinnacle Healthcare System, Inc. ("Pinnacle") filed for reorganization under Chapter 11. On March 31, 2020, I was appointed as Trustee in the proceeding.

Due to unforeseen and unexpected business circumstances, including the disruption to a wide range of surgeries and business operations created by the COVID-19 pandemic, as well as uncertainty as to the duration of the pandemic and its continued effect on Pinnacle's ability to generate revenue during this time, the Trustee has determined that it is necessary to close the following facilities and lay off the majority of our personnel at these facilities:

- (1) Pinnacle Regional Hospital, located at 12850 Metcalf Avenue, Overland Park, Kansas 66213;
- (2) Pinnacle Regional Hospital, located at 17651 Hwy B, Boonville, Missouri 65233;
- (3) The administrative office located at 12920 Metcalf Ave., Overland Park, Kansas 66213;
- (4) All Blue Valley Surgical Associates Clinics, including, but not limited to:
  - 12870 Metcalf Avenue, Overland Park, Kansas 66213;
  - 12880 Metcalf Avenue, Overland Park, Kansas 66213;
  - 1052 SW Luttrell Rd., Blue Springs, Missouri 64015;
  - 8548 N. Ambassador Drive, Kansas City, Missouri 64154;
  - 3238 S. National Ave, Springfield, Missouri 65807;
  - 7220 Watson Road, St. Louis, Missouri 63119; and
  - 201 West Broadway, Building 5, Suite B, Columbia, Missouri.

A small number of employees will continue working in the administrative office in order to perform critical functions such as accounting, billing, planning, and human resources information management.

The planned layoffs are expected to start today, April 10, 2020 and continue through the next 14 days. No bumping rights to other jobs or facilities exist. It is unknown at this time whether the closures will be temporary or permanent. There will be a total of approximately 125 employees affected by these facility closures (approximately 105 in Overland Park; 4 in Springfield; 4 in St. Louis; and 7 in Boonville).

Notice is being provided as soon as practicable after my determination that Pinnacle's financial position could not support future salary, wage, and benefits obligations. At the time the Chapter 11 Petition was filed, I understand that the company did not anticipate that these actions would be necessary, and while I am actively working to evaluate the ability of Pinnacle to operate in the future, anticipated shortfalls in the coming months unfortunately require these necessary steps.

This notice is being provided pursuant to the Worker Adjustment and Retraining Notification Act of 1988 (even though such law may not apply in this case) in order to provide official notice of this layoff. The information contained in this letter is based on the best information available at this time.

I understand that this is a difficult time for everyone, and appreciate the dedicated service everyone has provided to the company.

April 16, 2020

Office of Workforce Development  
ATTN: Lisa Marshall  
301 W. High Street  
Jefferson City, Missouri 65102

**RE: Notice under the Worker Adjustment and Retraining Notification Act  
("WARN Act")**

Dear Ms. Marshall:

My firm represents Recovery Management Corporation d/b/a Cargo Largo ("Cargo Largo"), which has facilities located at 13900 East 35 St., Independence, MO 64055 and 5414 E. Front Street, Kansas City, MO 64120. Because of the current COVID-19 pandemic, Cargo Largo furloughed approximately 177 of its employees on April 13, 2020. Cargo Largo expects that these layoffs will be temporary, but at this moment, it does not know when these employees will be able to return to work.

The purpose of this letter is to comply with the WARN Act.

DURA Automotive  
Systems, LLC

World Headquarters  
and Technology Center

1780 Pond Run  
Auburn Hills, MI 48326

Tel: +1 (248) 299-7500  
Fax: +1 (248) 475-4358



December 10, 2020

Missouri WARN Coordinator  
Missouri Dept of Higher Education & Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Dear WARN Coordinator:

We regret to inform you that circumstances will force Dura Automotive Systems to close one of our locations. This notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification Act of 1988, which requires employers to give advance notice of the closure.

The permanent layoffs will begin starting on or about February 8, 2021 and continue through June 30, 2021. Dura Automotive Systems located at 1855 Robertson Rd, Moberly, MO 65270 will permanently close the facility. This closing will involve cessation of all operations and termination of all employees at the site.

The number of employees affected is 72. Affected employees do not have bumping rights.  
Employees are not represented by a union.

Listed below are the job titles and number of employees affected.

Assembly	48
Tool & Die	3
Line Lead	5
Material/Quality	4
Clerical/ Administrative	6
Supervisors/Mgrs	6
Total	72



April 17, 2020

**Via Overnight Delivery**

Lisa Marshall  
Employment Transition Team Coordinator  
Office of Workforce Development  
301 W High St  
Suite 870  
Jefferson City, Missouri 65102

Re: WARN Act Notice

Dear Ms. Marshall:

In light of these unprecedented times, including business closures and stay at home directives issued by local governments to control the spread of the novel coronavirus (“COVID-19”), Dura Automotive Systems, LLC (the “Company”) is issuing this conditional notice under the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 et seq., and any similar state or local law (collectively, the “WARN Act”).

Following its bankruptcy filing, the Company has been attempting to sell its business, refinance its existing debt, and/or otherwise procure additional liquidity. The Company does not know whether these efforts will succeed, particularly in light of the uncertainty added by the COVID-19 pandemic, and does not know how individual employees might be affected by any outcome to these efforts. If a sale of the business does not occur, or occurs in a manner different than we anticipate, absent another source of financing, that the Company’s location at 1855 Robertson Road Moberly, Missouri 65270 (the “Facility”) will permanently close. While every effort is being made to find the best path forward, we are submitting this notice to satisfy any obligation that may exist under the WARN Act. If no obligation exists, this notice is being provided to you voluntarily.

The total number of affected employees is 81. All affected employees have been notified of their potential separation dates; that their separation from employment will be permanent; and that they do not have any bumping rights. In the event of the Facility closure, it is anticipated that employment terminations will begin to occur on May 1, 2020 or a date within 14 days thereafter. We are providing less than 60 days’ notice due to the applicability of the “faltering company”, the “unforeseeable business circumstances” and the “natural disaster” exceptions. The Company had hoped to complete one or more transactions and secure funds and business to prevent the closing of this Facility, but has been unable to do so, which circumstances have been accelerated and worsened by the unforeseeable impact of the spread of COVID-19 on the Company’s business and that of its customers.

A list of the job titles of positions to be affected and the number of affected employees in each job classification is attached.

Moberly

<b>Job Title</b>	<b>Number of Employees</b>
BUILDING FACILITIES MANAGER: MAINTENANCE	1
CLERK II: SALES - STRUCTURES	1
COST ESTIMATOR II: MANUFACTURING ENGINEERING	1
HR/SAFETY SPECIALIST I: HR - PLANT	1
MATERIALS MANAGER I: MATERIAL CONTROL	1
MBO ANALYST CLASS 7: QUALITY CONTROL	1
MBO ASSEMBLER*	4
MBO ASSEMBLER: ASSY CELL GENERAL TRAD	21
MBO CLASS 1 - LEAD	1
MBO CLASS 1 - LEAD: TOOL & DIE REPAIR	1
MBO CLASS 4 - LEAD	1
MBO CLASS 4 - LEAD: ASSY CELL GENERAL TRAD	5
MBO CLASS 5 - LEAD (FACTORY INDIRECT)	1
MBO CLASS 5 - LEAD: ASSY CELL GENERAL TRAD	1
MBO CLASS 6 - LEAD: ROBOTIC WIRE WELD	2
MBO CLASS 7 - LEAD	2
MBO CLASS 7 - LEAD II (FACTORY INDIRECT)	1
MBO CLASS 7 - LEAD II: GENERAL PRESS - AUTO	1
MBO CLASS 7 - LEAD: GENERAL PRESS - AUTO	1
MBO CLASS 9 - LEAD: MAINTENANCE	2
MBO CREW OPERATIVE: MATERIAL HANDLING	1
MBO CREW OPERATIVE: SHIPPING & RECEIVING	1
MBO MAINT MECHANICAL: MAINTENANCE	2
MBO MATL HANDLER - PACK: MATERIAL HANDLING	1
MBO METROLOGY TECH CLASS 7: QUALITY CONTROL	1
MBO OPERATOR PAINT: POWDERCOAT PAINT LINE	2
MBO OPERATOR SWECO: DEBUR/SAND (AEM)	1
MBO PUNCH PRESS SETUP	6
MBO PUNCH PRESS SETUP: GENERAL PRESS - AUTO <sup>†</sup>	5
MBO TOOL DIE MAKER	1
MBO TOOL DIE MAKER: TOOL & DIE REPAIR	3
OPERATIONS MANAGER: GENERAL PLANT	1
PLANT MANAGER I	1
PRODUCTION SUPERVISOR I: GENERAL PRESS -AUTO	1
PRODUCTION SUPERVISOR I: ASSY CELL GENERAL TRAD	1
PROJECT ENGINEER II: MANUFACTURING ENGINEERING	1
QUALITY ENGINEER I: QUALITY CONTROL	1
QUALITY MANAGER I: QUALITY CONTROL	1
<b>Grand Total</b>	<b>81</b>

\* Includes 1 part-time employee of less than 6 months.

† Includes 1 full-time employee on leave.



April 21, 2020

VIA EMAIL [ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov) and [MayorQ@kcmo.org](mailto:MayorQ@kcmo.org) and US MAIL

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO BOX 1087  
Jefferson City, MO 65102

Office of Mayor Quinton Lucas  
City Hall  
414 E. 12<sup>th</sup> Street  
Kansas City, Mo 64106

**RE: NOTICE OF WORK FURLOUGH**

To Whom It May Concern:

Pursuant to the Federal Worker Adjustment and Retraining Notification Act (the WARN Act), Greater KC LINC, INC (LINC) hereby gives notice of a temporary furlough affecting LINC's Caring Community Before and After School Program, 3100 Broadway, Suite 1100 Kansas City, MO 64111. See attached Exhibit "A" locations of sites that are impacted. LINC does not anticipate the furlough to last no longer than six months at this time.

Information on specific job titles of positions to be affected and the number of employees affected in each job title is included in the attached Exhibit "B". All affected employees have been informed of this decision consistent with WARN Act requirements.

Bumping rights do not exist. There are no unions representing affected employees.

The expected date when this temporary furlough will begin will be May 1, 2020 and all affected employees will be furloughed as of that date.

We were not able to give notice earlier because the unforeseeable impacts of the COVID-19 pandemic which have dramatically impacted the demand for LINC's services.

**EXHIBIT "A"**

**Caring Community Before and After School Program Site Locations**

<b>Site</b>	<b>Street</b>	<b>City</b>	<b>State</b>	<b>Zip Code</b>
ACE/ACCPA	6410 Swope Parkway	Kansas City	MO	64130
Belvidere Elementary	15200 White Avenue	Grandview	MO	64030
Benjamin Banneker Elementary	7050 Askew Ave.	Kansas City	MO	64132
Boone Elementary School	8817 Wornall	Kansas City	MO	64114
Border Star Montessori	6321 Wornall Rd.	Kansas City	MO	64113
Butcher-Greene Elementary	5302 East 140th Street	Grandview	MO	64030
Carver Elementary School	4600 Elmwood	Kansas City	MO	64130
Center Elementary School	8401 Euclid Ave.	Kansas City	MO	64132
Compass at Baptiste	5401 E 103rd St	Kansas City	MO	64137
Conn-West Elementary	1100 High Grove Road	Grandview	MO	64030
Dobbs Elementary	9400 Eastern	Kansas City	MO	64138
Ervin Early Learning Center	10530 Greenwood Rd.	Kansas City	MO	64134
Faxon Elementary	1320 E. 32nd Terr.	Kansas City	MO	64109
Foreign Language Academy	3450 Warwick	Kansas City	MO	64111

**LOCAL INVESTMENT COMMISSION**

3100 Broadway, Suite 1100 • Kansas City, MO 64111 • (816) 889-5050 • Fax (816) 889-5051 • [www.kclinc.org](http://www.kclinc.org)

Freda Markley Early Childhood	9201 E. Bannister Rd.	Kansas City	MO	64134
Garcia Elementary	1000 W 17th St.	Kansas City	MO	64108
Garfield Elementary	436 Prospect Ave.	Kansas City	MO	64124
Gladstone Elementary	335 N. Elmwood	Kansas City	MO	64123
Grandview Middle School	12650 Manchester Ave	Grandview	MO	64030
Hale Cook Elementary	7302 Pennsylvania Ave.	Kansas City	MO	64114
Hartman Elementary	8111 Oak	Kansas City	MO	64114
Hickman Mills Freshman Center @ Ruskin	9010B Old Santa Fe Rd	Kansas City	MO	64138
Holliday Montessori	7227 Jackson	Kansas City	MO	64132
Indian Creek Elementary School	9801 Grand Ave	Kansas City	MO	64114
Ingels Elementary School	11600 Food Ln.	Kansas City	MO	64134
James Elementary	5810 Scarritt	Kansas City	MO	64123
King Elementary	4848 Woodland	Kansas City	MO	64110
Longfellow Elementary	2830 Holmes	Kansas City	MO	64109
Martin City K-8 School	201 East 133rd Street	Kansas City	MO	64145
Meadowmere Elementary	7010 E 136th St	Grandview	MO	64030

Melcher Elementary	3958 Chelsea	Kansas City	MO	64130
Pitcher Elementary	9915 E 38th Terr.	Kansas City	MO	64133
Rogers Elementary	6400 E 23rd St	Kansas City	MO	64129
Santa Fe Elementary School	8908 Old Santa Fe Road	Kansas City	MO	64138
Smith-Hale Middle School	8925 Longview Road	Kansas City	MO	64134-4198
Tolbert Academy	3400 Paseo	Kansas City	MO	64109
Topping Elementary School	4433 N. Topping Avenue	Kansas City	MO	64117-1554
Trailwoods Elementary	6201 E. 17th St.	Kansas City	MO	64126
Troost Elementary	1215 East 59th St	Kansas City	MO	64110
Truman Elementary School	9601 James A. Reed Rd.	Kansas City	MO	64134
Warford Elementary School	11400 Cleveland	Kansas City	MO	64137
Wendell Phillips Elementary	2400 Prospect Ave.	Kansas City	MO	64127
Wheatley Elementary	2415 Agnes	Kansas City	MO	64127
Whittier Elementary	1012 Bales Ave.	Kansas City	MO	64127

**Exhibit “B”**

**JOB TITLES AFFECTED AND NUMBER OF EMPLOYEES IN EACH JOB TITLE**

<b>Job Title</b>	<b>Number of Potentially Affected Employees</b>
B&A Lead Staff	41
B&A Line Staff	431



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**COVID-19 WARN NOTICE OF TEMPORARY LAYOFFS**  
**NOTICE TO STATE DISLOCATED UNIT AND CHIEF ELECTED OFFICIAL**

April 17, 2020

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Dean Rife  
Carthage City Mayor  
326 Grant Street  
Carthage, MO 64836

John Bartosh  
Jasper County Commissioner  
302 South Main Street, Room 101  
Carthage, MO. 64836

Dear Mrs. Marshall, Mr. Rife, and Mr. Bartosh:

This letter is notice that Leggett & Platt is placing employees who work at 1460 Jackson Drive, Carthage, MO. on temporary, unpaid layoffs.

There are 215 employees currently affected at this employment site. These layoffs commenced on March 23, 2020. These layoffs will continue indefinitely, but are intended to be temporary and last less than six months.

Whether or not this action triggers the requirements of the Worker Adjustment and Retraining Notification Act, we thought it appropriate to give you this notice. We are taking these employment actions because of COVID-19-related business circumstances that were not reasonably foreseeable. We would like to have given more notice of this action, but were unable to do so because of how quickly our operations were affected by the COVID-19 pandemic, the World Health Organization's pandemic declaration on March 11th, the President's declaration of a national emergency on March 13th, and other related governmental announcements and actions.

As permitted by 20 C.F.R. § 639.7(f), the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for making separations (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; an indication as to whether or not



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bumping rights exist; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any.

# Visionworks®

April 23, 2020

Via Email: lisa\_marshall@dhewd.mo.gov

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Dear Ms. Marshall:

Due to unforeseen business circumstances, Visionworks and affiliated entities, closed its retail stores on March 21, 2020, and re-opened a limited number between April 6 and April 20. Additionally, Visionworks has significantly reduced its manufacturing operations due to the reduced demand and state and local orders. As a result, it has effectuated a furlough and layoff of part of its workforce. This notice, which has been issued in compliance with the federal Worker Adjustment and Retraining Notification (WARN) Act, 29 U.S.C. § 2101 *et seq.*, is to inform you that workers in your state have been affected.

This closure is expected to be temporary and we believe it will last fewer than six months based on information and notices made available by federal, state, and local authorities, thus, not triggering WARN; however, out of an abundance of caution, we are providing the instant notice. We are providing this notice as early as is practicable in light of this unforeseen business circumstance caused by the global pandemic.

The date of the first separation was April 4, 2020. Beginning April 4, 2020, all Associates were retained, furloughed, laid off and/or recalled. No Associates will have bumping rights.

Enclosed is a roster listing the name and address of affected employment sites and job titles,

## MISSOURI AFFECTED ASSOCIATES

Employment Site/Store Number	Street Address	City	State	Zip	Job Title	Status
28	101 Range Line Rd, Space 346	Joplin	MO	64801-4118	Third Key Retail	Furlough
28	101 Range Line Rd, Space 346	Joplin	MO	64801-4118	General Manager	Furlough
28	101 Range Line Rd, Space 346	Joplin	MO	64801-4118	Optometric Technician	Furlough
28	101 Range Line Rd, Space 346	Joplin	MO	64801-4118	Optometric Technician	Furlough
28	101 Range Line Rd, Space 346	Joplin	MO	64801-4118	Retail Supervisor	Furlough
28	101 Range Line Rd, Space 346	Joplin	MO	64801-4118	Optometrist	Furlough
28	101 Range Line Rd, Space 346	Joplin	MO	64801-4118	Optometric Technician	Furlough
28	101 Range Line Rd, Space 346	Joplin	MO	64801-4118	Third Key Retail	Furlough
108	8748 N Dixson Ave	Kansas City	MO	64153-1938	Optometrist	Furlough
108	8748 N Dixson Ave	Kansas City	MO	64153-1938	Third Key Retail	Furlough
108	8748 N Dixson Ave	Kansas City	MO	64153-1938	Third Key Retail	Furlough
108	8748 N Dixson Ave	Kansas City	MO	64153-1938	Optometrist	Furlough
108	8748 N Dixson Ave	Kansas City	MO	64153-1938	Third Key Retail	Furlough
108	8748 N Dixson Ave	Kansas City	MO	64153-1938	Third Key Retail	Furlough
108	8748 N Dixson Ave	Kansas City	MO	64153-1938	Optometrist	Furlough
150	18813 E 39th St S, Ste 1004	Independence	MO	64057-3650	Optometric Coordinator	Furlough
150	18813 E 39th St S, Ste 1004	Independence	MO	64057-3650	Market Production Supervisor	Furlough
150	18813 E 39th St S, Ste 1004	Independence	MO	64057-3650	Third Key Retail	Furlough
150	18813 E 39th St S, Ste 1004	Independence	MO	64057-3650	Third Key OD	Furlough
150	18813 E 39th St S, Ste 1004	Independence	MO	64057-3650	Retail Supervisor	Furlough
150	18813 E 39th St S, Ste 1004	Independence	MO	64057-3650	General Manager	Furlough
150	18813 E 39th St S, Ste 1004	Independence	MO	64057-3650	Third Key Retail	Furlough
150	18813 E 39th St S, Ste 1004	Independence	MO	64057-3650	Lead Lab Technician	Furlough
154	8600 Ward Pkwy, #2062	Kansas City	MO	64114-2614	Optometrist	Furlough
154	8600 Ward Pkwy, #2062	Kansas City	MO	64114-2614	Third Key Retail	Furlough
154	8600 Ward Pkwy, #2062	Kansas City	MO	64114-2614	Optometrist	Furlough
154	8600 Ward Pkwy, #2062	Kansas City	MO	64114-2614	Optometric Technician	Furlough
154	8600 Ward Pkwy, #2062	Kansas City	MO	64114-2614	General Manager	Furlough
154	8600 Ward Pkwy, #2062	Kansas City	MO	64114-2614	Eyewear Specialist	Furlough
154	8600 Ward Pkwy, #2062	Kansas City	MO	64114-2614	Optometric Coordinator	Furlough
154	8600 Ward Pkwy, #2062	Kansas City	MO	64114-2614	Optometric Technician	Furlough
154	8600 Ward Pkwy, #2062	Kansas City	MO	64114-2614	Eyewear Specialist	Furlough
154	8600 Ward Pkwy, #2062	Kansas City	MO	64114-2614	Optometrist	Furlough
154	8600 Ward Pkwy, #2062	Kansas City	MO	64114-2614	Third Key Retail	Furlough
154	8600 Ward Pkwy, #2062	Kansas City	MO	64114-2614	Optometrist	Furlough
155	950-A NW Blue Pkwy	Lees Summit	MO	64086-6014	Optometric Technician	Furlough
155	950-A NW Blue Pkwy	Lees Summit	MO	64086-6014	Third Key Retail	Furlough
155	950-A NW Blue Pkwy	Lees Summit	MO	64086-6014	Third Key Retail	Furlough
155	950-A NW Blue Pkwy	Lees Summit	MO	64086-6014	Lab Supervisor	Furlough
155	950-A NW Blue Pkwy	Lees Summit	MO	64086-6014	Optometrist	Furlough
155	950-A NW Blue Pkwy	Lees Summit	MO	64086-6014	Optometric Coordinator	Furlough
166	3702 Frederick Blvd, #12	Saint Joseph	MO	64506-3059	Third Key Retail	Furlough
166	3702 Frederick Blvd, #12	Saint Joseph	MO	64506-3059	Retail Supervisor	Furlough
166	3702 Frederick Blvd, #12	Saint Joseph	MO	64506-3059	Eyewear Specialist	Furlough
166	3702 Frederick Blvd, #12	Saint Joseph	MO	64506-3059	General Manager	Furlough
166	3702 Frederick Blvd, #12	Saint Joseph	MO	64506-3059	Optometric Coordinator	Furlough
166	3702 Frederick Blvd, #12	Saint Joseph	MO	64506-3059	Optometrist	Furlough
166	3702 Frederick Blvd, #12	Saint Joseph	MO	64506-3059	Third Key Retail	Furlough

166	3702 Frederick Blvd, #12	Saint Joseph	MO	64506-3059	Optometrist	Furlough
200	80 West County Center	Des Peres	MO	63131-3701	Third Key Retail	Furlough
200	80 West County Center	Des Peres	MO	63131-3701	General Manager	Furlough
200	80 West County Center	Des Peres	MO	63131-3701	Third Key OD	Furlough
200	80 West County Center	Des Peres	MO	63131-3701	Optometrist	Furlough
265	2825 S Glenstone, Space F06B	Springfield	MO	65804-3889	Third Key Retail	Furlough
265	2825 S Glenstone, Space F06B	Springfield	MO	65804-3889	Optometrist	Furlough
265	2825 S Glenstone, Space F06B	Springfield	MO	65804-3889	Optometric Technician	Furlough
265	2825 S Glenstone, Space F06B	Springfield	MO	65804-3889	Eyewear Specialist	Furlough
265	2825 S Glenstone, Space F06B	Springfield	MO	65804-3889	Optometrist	Furlough
265	2825 S Glenstone, Space F06B	Springfield	MO	65804-3889	Optometric Coordinator	Furlough
265	2825 S Glenstone, Space F06B	Springfield	MO	65804-3889	Third Key Retail	Furlough
265	2825 S Glenstone, Space F06B	Springfield	MO	65804-3889	Eyewear Specialist	Furlough
265	2825 S Glenstone, Space F06B	Springfield	MO	65804-3889	Retail Supervisor	Furlough
265	2825 S Glenstone, Space F06B	Springfield	MO	65804-3889	Optometrist	Furlough
265	2825 S Glenstone, Space F06B	Springfield	MO	65804-3889	Market Production Supervisor	Furlough
265	2825 S Glenstone, Space F06B	Springfield	MO	65804-3889	General Manager	Furlough
265	2825 S Glenstone, Space F06B	Springfield	MO	65804-3889	Third Key Retail	Furlough
265	2825 S Glenstone, Space F06B	Springfield	MO	65804-3889	Optometric Technician	Furlough
393	1600 Mid Rivers Mall, Ste 2032	St Peters	MO	63376-4360	Third Key Retail	Furlough
393	1600 Mid Rivers Mall, Ste 2032	St Peters	MO	63376-4360	Eyewear Specialist	Furlough
393	1600 Mid Rivers Mall, Ste 2032	St Peters	MO	63376-4360	Optometric Technician	Furlough
393	1600 Mid Rivers Mall, Ste 2032	St Peters	MO	63376-4360	Optometric Technician	Furlough
393	1600 Mid Rivers Mall, Ste 2032	St Peters	MO	63376-4360	Optometric Technician	Furlough
393	1600 Mid Rivers Mall, Ste 2032	St Peters	MO	63376-4360	Third Key Retail	Furlough
393	1600 Mid Rivers Mall, Ste 2032	St Peters	MO	63376-4360	Optometrist	Furlough
395	34 S County Center Way	St Louis	MO	63129-1007	Third Key OD	Furlough
395	34 S County Center Way	St Louis	MO	63129-1007	Third Key Retail	Furlough
395	34 S County Center Way	St Louis	MO	63129-1007	General Manager	Furlough
395	34 S County Center Way	St Louis	MO	63129-1007	Optometrist	Furlough
397	2445 Saint Louis Galleria	Richmond Heights	MO	63117-1113	Optometric Technician	Furlough
397	2445 Saint Louis Galleria	Richmond Heights	MO	63117-1113	Third Key Retail	Furlough
397	2445 Saint Louis Galleria	Richmond Heights	MO	63117-1113	Third Key Retail	Furlough
397	2445 Saint Louis Galleria	Richmond Heights	MO	63117-1113	Optometrist	Furlough
397	2445 Saint Louis Galleria	Richmond Heights	MO	63117-1113	Optometrist	Furlough
397	2445 Saint Louis Galleria	Richmond Heights	MO	63117-1113	Third Key OD	Furlough
397	2445 Saint Louis Galleria	Richmond Heights	MO	63117-1113	Optometrist	Furlough
397	2445 Saint Louis Galleria	Richmond Heights	MO	63117-1113	Third Key Retail	Furlough
397	2445 Saint Louis Galleria	Richmond Heights	MO	63117-1113	Optometric Technician	Furlough
397	2445 Saint Louis Galleria	Richmond Heights	MO	63117-1113	Third Key Retail	Furlough
568	3042 William St	Cape Girardeau	MO	63701-6389	Optometric Technician	Furlough
568	3042 William St	Cape Girardeau	MO	63701-6389	Optometric Technician	Furlough
568	3042 William St	Cape Girardeau	MO	63701-6389	Optometric Technician	Furlough
842	8505 North Church Rd	Kansas City	MO	64157-1203	Optometric Technician	Furlough
842	8505 North Church Rd	Kansas City	MO	64157-1203	Optometric Coordinator	Furlough



**Dental Arts Laboratories, Inc.**

241 NE Perry Avenue, Peoria, IL 61603-3625

[www.dentalartslab.com](http://www.dentalartslab.com) fax 309-674-8174

309-674-8191 800-322-2213

April 24, 2020

Office of Workforce Development

Attention: WARN Coordinator

We had hoped that during this difficult period brought on by the COVID-19 outbreak, we could keep all employees with the company; however, the American Dental Association recommended that dental offices across the United States close to non-emergency procedures. Unfortunately, we have seen the financial impact of that recommendation through declining sales and reduced incoming work.

In response to the decline in work, Dental Arts has made the difficult decision to lay off or furlough workers to aid in reducing costs during this financially challenging time. The unforeseen circumstances of COVID-19 have not allowed for compliance with the 60 day WARN notice requirements. Layoffs began Friday, March 20<sup>th</sup> and continued in phases through Thursday, April 9<sup>th</sup> due to lack of work. Many of our employees will be temporarily affected and will be reinstated as incoming work picks up, and some may result in a permanent separation.

In the state of Missouri, Dental Arts operates at one location in St. Louis. In order to do our due diligence, we are reporting layoffs and furloughs for this location as of Thursday, April 9<sup>th</sup>. No employee of Dental Arts is represented by a union.

**Dental Arts Laboratories, Inc.**

**Dental Arts - St. Louis**  
1311 Baur Blvd  
St. Louis, MO 63132  
Total Employees: 46

<b>Positions</b>	<b>Number Affected</b>
Dental Technician - Full Time	23
Administration - Full Time	2
Sales - Part Time	1
Delivery Driver - Part Time	7



April 22, 2020

Lisa Marshall  
Missouri Department of Higher Education and Workforce Development  
P.O. Box 1087  
Jefferson City, Mo. 65102  
[lisa\\_marshall@dhewd.mo.gov](mailto:lisa_marshall@dhewd.mo.gov)

This letter is notice that Leggett & Platt, Wire Mill ("Company") is placing employees who work at 1225 E. Central, Carthage MO. 64836 on temporary, unpaid layoffs.

There are 83 employees currently affected at this employment site. These layoffs commenced on April 9<sup>th</sup>, 2020. These layoffs will continue indefinitely, but are intended to be temporary and last less than six months.

Whether or not this action triggers the requirements of the Worker Adjustment and Retraining Notification Act, we thought it appropriate to give you this notice. We are taking these employment actions because of COVID-19-related business circumstances that were not reasonably foreseeable. We would like to have given more notice of this action, but were unable to do so because of how quickly our operations were affected by the COVID-19 pandemic, the World Health Organization's pandemic declaration on March 11th, the President's declaration of a national emergency on March 13th, and other related governmental announcements and actions.

As permitted by 20 C.F.R. § 639.7(f), the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for making separations (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; an indication as to whether or not bumping rights exist; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any.

April 21, 2020

**Via Overnight Delivery/Email**

Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Re: Temporary Furlough Notice for Missouri

Dear :

While no specific federal, state, or local law requires this disclosure, Great Plains Specialty Finance Inc hereby provides notice that it will be temporarily furloughing employees located in Missouri. These temporary furloughs are occurring within numerous sites of employment. The temporary furloughs affect full time and part time employees.

These unforeseen business decisions occurred unexpectedly as a result of the coronavirus pandemic.

Great Plains Specialty Finance Inc is individually notifying all affected employees as of April 21, 2020. Affected employees will continue in active employment until May 1 or 2, 2020. At that point, employees will be temporarily placed on an administrative leave of absence with an expected return to work date on or before July 31, 2020. Employees do not have bumping rights and there are no representatives to be notified.

The job title and number of affected employees in Missouri are:

**Store Number 1114; Customer Service Support: 1**

April 21, 2020

**Via Overnight Delivery/Email**

Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Re: Temporary Furlough Notice for Missouri

Dear :

While no specific federal, state, or local law requires this disclosure, Great Plains Specialty Finance Inc hereby provides notice that it will be temporarily furloughing employees located in Missouri. These temporary furloughs are occurring within numerous sites of employment. The temporary furloughs affect full time and part time employees.

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The job title and number of affected employees in Missouri are:

**Store Number 1117; Customer Service Support: 1**

April 21, 2020

**Via Overnight Delivery/Email**

Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Re: Temporary Furlough Notice for Missouri

Dear :

While no specific federal, state, or local law requires this disclosure, Great Plains Specialty Finance Inc hereby provides notice that it will be temporarily furloughing employees located in Missouri. These temporary furloughs are occurring within numerous sites of employment. The temporary furloughs affect full time and part time employees.

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The job title and number of affected employees in Missouri are:

**Store Number 1123; Customer Service Support: 1**

April 21, 2020

**Via Overnight Delivery/Email**

Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Re: Temporary Furlough Notice for Missouri

Dear :

While no specific federal, state, or local law requires this disclosure, Great Plains Specialty Finance Inc hereby provides notice that it will be temporarily furloughing employees located in Missouri. These temporary furloughs are occurring within numerous sites of employment. The temporary furloughs affect full time and part time employees.

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The job title and number of affected employees in Missouri are:

**Store Number 1132; Customer Service Support: 1**

April 21, 2020

**Via Overnight Delivery/Email**

Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Re: Temporary Furlough Notice for Missouri

Dear :

While no specific federal, state, or local law requires this disclosure, Great Plains Specialty Finance Inc hereby provides notice that it will be temporarily furloughing employees located in Missouri. These temporary furloughs are occurring within numerous sites of employment. The temporary furloughs affect full time and part time employees.

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Great Plains Specialty Finance Inc is individually notifying all affected employees as of April 21, 2020. Affected employees will continue in active employment until May 1 or 2, 2020. At that point, employees will be temporarily placed on an administrative leave of absence with an expected return to work date on or before July 31, 2020. Employees do not have bumping rights and there are no representatives to be notified.

The job title and number of affected employees in Missouri are:

**Store Number 2899; Customer Service Support: 1**

April 21, 2020

**Via Overnight Delivery/Email**

Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Re: Temporary Furlough Notice for Missouri

Dear :

While no specific federal, state, or local law requires this disclosure, Great Plains Specialty Finance Inc hereby provides notice that it will be temporarily furloughing employees located in Missouri. These temporary furloughs are occurring within numerous sites of employment. The temporary furloughs affect full time and part time employees.

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Great Plains Specialty Finance Inc is individually notifying all affected employees as of April 21, 2020. Affected employees will continue in active employment until May 1 or 2, 2020. At that point, employees will be temporarily placed on an administrative leave of absence with an expected return to work date on or before July 31, 2020. Employees do not have bumping rights and there are no representatives to be notified.

The job title and number of affected employees in Missouri are:

**Store Number 2868; Customer Service Support: 1**

April 21, 2020

**Via Overnight Delivery/Email**

Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Re: Temporary Furlough Notice for Missouri

Dear :

While no specific federal, state, or local law requires this disclosure, Great Plains Specialty Finance Inc hereby provides notice that it will be temporarily furloughing employees located in Missouri. These temporary furloughs are occurring within numerous sites of employment. The temporary furloughs affect full time and part time employees.

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Great Plains Specialty Finance Inc is individually notifying all affected employees as of April 21, 2020. Affected employees will continue in active employment until May 1 or 2, 2020. At that point, employees will be temporarily placed on an administrative leave of absence with an expected return to work date on or before July 31, 2020. Employees do not have bumping rights and there are no representatives to be notified.

The job title and number of affected employees in Missouri are:

**Store Number 2831; Customer Service Support: 1**

April 21, 2020

**Via Overnight Delivery/Email**

Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Re: Temporary Furlough Notice for Missouri

Dear :

While no specific federal, state, or local law requires this disclosure, Great Plains Specialty Finance Inc hereby provides notice that it will be temporarily furloughing employees located in Missouri. These temporary furloughs are occurring within numerous sites of employment. The temporary furloughs affect full time and part time employees.

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Great Plains Specialty Finance Inc is individually notifying all affected employees as of April 21, 2020. Affected employees will continue in active employment until May 1 or 2, 2020. At that point, employees will be temporarily placed on an administrative leave of absence with an expected return to work date on or before July 31, 2020. Employees do not have bumping rights and there are no representatives to be notified.

The job title and number of affected employees in Missouri are:

**Store Number 2539; Customer Service Support: 2**

April 21, 2020

**Via Overnight Delivery/Email**

Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Re: Temporary Furlough Notice for Missouri

Dear :

While no specific federal, state, or local law requires this disclosure, Great Plains Specialty Finance Inc hereby provides notice that it will be temporarily furloughing employees located in Missouri. These temporary furloughs are occurring within numerous sites of employment. The temporary furloughs affect full time and part time employees.

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Great Plains Specialty Finance Inc is individually notifying all affected employees as of April 21, 2020. Affected employees will continue in active employment until May 1 or 2, 2020. At that point, employees will be temporarily placed on an administrative leave of absence with an expected return to work date on or before July 31, 2020. Employees do not have bumping rights and there are no representatives to be notified.

The job title and number of affected employees in Missouri are:

**Store Number 2384; Customer Service Support: 1**

April 21, 2020

**Via Overnight Delivery/Email**

Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Re: Temporary Furlough Notice for Missouri

Dear :

While no specific federal, state, or local law requires this disclosure, Great Plains Specialty Finance Inc hereby provides notice that it will be temporarily furloughing employees located in Missouri. These temporary furloughs are occurring within numerous sites of employment. The temporary furloughs affect full time and part time employees.

These unforeseen business decisions occurred unexpectedly as a result of the coronavirus pandemic.

Great Plains Specialty Finance Inc is individually notifying all affected employees as of April 21, 2020. Affected employees will continue in active employment until May 1 or 2, 2020. At that point, employees will be temporarily placed on an administrative leave of absence with an expected return to work date on or before July 31, 2020. Employees do not have bumping rights and there are no representatives to be notified.

The job title and number of affected employees in Missouri are:

**Store Number 2258; Customer Service Support: 1**

April 21, 2020

**Via Overnight Delivery/Email**

Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Re: Temporary Furlough Notice for Missouri

Dear :

While no specific federal, state, or local law requires this disclosure, Great Plains Specialty Finance Inc hereby provides notice that it will be temporarily furloughing employees located in Missouri. These temporary furloughs are occurring within numerous sites of employment. The temporary furloughs affect full time and part time employees.

These unforeseen business decisions occurred unexpectedly as a result of the coronavirus pandemic.

Great Plains Specialty Finance Inc is individually notifying all affected employees as of April 21, 2020. Affected employees will continue in active employment until May 1 or 2, 2020. At that point, employees will be temporarily placed on an administrative leave of absence with an expected return to work date on or before July 31, 2020. Employees do not have bumping rights and there are no representatives to be notified.

The job title and number of affected employees in Missouri are:

**Store Number 2344; Customer Service Support: 1**

**April 27, 2020**

**E-Mail**

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Re: Announcement of Planned Action

Dear Lisa:

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, EAN Services, LLC (“Enterprise”) experienced a dramatic downturn in business. Enterprise did not believe there was a reasonable probability the downturn would last more than six months; indeed, it was Enterprise’s belief the downturn would last approximately one month. However, in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on Enterprise’s financial condition, Enterprise has realized that additional action is necessary. Such additional action includes permanent terminations of employees, including of some employees who had previously been placed on temporary layoff.

Enterprise was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 on Enterprise’s business became clear as set out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at EAN Services, LLC - St. Louis Contact Center located at 8421 St. John Industrial Drive in St. Louis, MO. The expected date of this layoff is April 30, 2020, or within 14 days commencing on that date. At this time, this mass layoff is expected to be permanent.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff:

<b>Job Title of Positions Impacted</b>	<b>Number of Affected people in each job classification</b>
Account Specialist (Entertainment)	4
Account Specialist Senior (Entertainment)	5
Accounting Coordinator	1
Accounting Coordinator Senior	1
Accounts Receivable Coordinator	2

Accounts Receivable Supervisor	1
Administrative Assistant	1
Audit Coordinator	16
Billing Coordinator	1
Business Analyst (Contact Center)	2
Business Process Manager	1
Business Support Coordinator (Contact Center)	4
Business Support Specialist (Contact Center)	1
Business Support Supervisor (Contact Center)	2
CarShare Manager	1
Contact Center Management Trainee	12
Customer Service Associate (Contact Center)	6
Customer Service Manager (Contact Center)	1
Customer Service Representative (Contact Center)	83
Customer Service Team Supervisor (Contact Center)	5
Driver Approval Coordinator (Contact Center)	5
Entertainment Account Supervisor	2
Entertainment Division Manager	1
Escalations Support Coordinator	22
Facilities Coordinator	1
Generalist	1
Group HR Manager	1
Human Resources Coordinator	3
Information Management Coordinator	15
Information Management Supervisor	1
Insurance Support Coordinator (Contact Center)	18
Insurance Support Representative (Contact Center)	42
Insurance Support Supervisor (Contact Center)	9
Intraday Coordinator	3
Member Services Coordinator	18
Member Services Supervisor	3
Multi-Channel Representative	3
Payroll Coordinator	1
Project Manager	1
Quality Assurance Coordinator (Contact Center)	8
Receptionist	1
Relationship Manager (Contact Center)	3
Replacement Rental Representative	59
Reservation Manager (Contact Center)	2
Reservation Sales Representative (Contact Center)	359
Reservation Team Supervisor (Contact Center)	18
Staff Accountant	1
Support Services Department Manager	1

Support Services Manager (Insurance Support)	1
Support Services Representative	37
Support Services Supervisor	2
Talent Acquisition Coordinator	3
Talent Acquisition Specialist	4
Talent Development Manager	1
Talent Development Specialist	8
Team Manager (Entertainment)	1
Technical Support Coordinator (Contact Center)	4
Telecom Analyst (Contact Center)	1
Telecom Coordinator (Contact Center)	1
Training Systems Coordinator (Contact Center)	1
Vendor Management Analyst (Contact Center)	1
Workforce Management Manager	1
Workforce Management Planner	2

There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.



April 27, 2020

*Via Electronic Mail*  
City of Springfield  
The Honorable Ken McClure  
Mayor  
Busch Municipal Building, 840 Boonville Avenue  
Springfield, MO 65802  
[kmclure@springfieldmo.gov](mailto:kmclure@springfieldmo.gov)

**RE: Notice Under Worker Adjustment and Retraining Notification Act**

Dear Ken McClure:

Beginning on March 12, 2020, state and local governments, working at the urging of the United States Center for Disease Control and Prevention, in response to the unforeseeable and unexpected COVID-19 pandemic imposed legal restrictions on the scope and method of restaurant operations, including, but not limited to, dining room closures. As a result of COVID-19 and these federal and state actions, OS Restaurant Services, LLC. ("Company") (FEIN 59-3549811) has significantly reduced the number of working hours for the vast majority of its restaurant employees. While the Company has not yet terminated the employment of any restaurant employee, and does not have current plans to terminate the employment of any restaurant employee, the Company believes the sudden and unexpected reduction of hours could constitute a layoff within the meaning of the Worker Adjustment and Retraining Notification ("WARN") Act, (29 U.S.C. §2101 *et seq.*) and related state laws if it continues. Therefore, while it is the Company's hope that normal operations and hours resume before any obligations created by WARN or a related state law arise, in an abundance of caution please accept this letter as notice of a WARN event beginning March 15, 2020, as business circumstances were not reasonably foreseeable at the time that notice would have been required.

This is anticipated to affect the Company's restaurants nationally. A copy of the Company's impacted restaurants, job titles, and the number of employees in each job title affected by the reduction are identified under Exhibit A. Affected employees will be notified electronically or by mail the week of April 27, 2020. At this time, the Company does not anticipate any future layoffs. If further changes occur, the Company will notify affected employees accordingly.

**The Company expects this change to be temporary and is hopeful that employees will be recalled to hours approximately equivalent to pre-pandemic hours.** There is no severance pay or "bumping rights" that exist, and there are no employees represented by a labor union. Additional state-specific information is set forth in Schedule A, attached hereto. The Company is optimistic that operations will resume as normal when the current COVID-19 pandemic has been contained. In the meantime, we have provided four weeks of relief pay to employees with vastly reduced hours.



## Exhibit A

<b>State</b>	<b>Total Locations</b>	<b>Number of Affected Employees</b>
Missouri	13	935

<b>State</b>	<b>Location</b>	<b>Address</b>	<b>Job Titles</b>	<b>Number of Affected Employees</b>
Missouri	Bonefish #8601	<b>6334 North Lucerne, Kansas City, Missouri 64151 (816) 746-8179</b>	<b>TOTAL</b> AM PREP DDISH DFRY DGRILL DHOST DSAUTE DSERVER MANAGER Managing Partner PM PREP	<b>45</b> 2 4 2 3 7 2 21 2 1 1

Missouri	Bonefish #8611	<b>8780 Eager Road, Brentwood, Missouri 63144 (314) 918-1649</b>	<b>TOTAL</b> AM PREP DBAR DDISH DFRY DGRILL DHOST DMAKEUP DSALAD DSAUTE DSERVER KM LAKM LBAR LSALAD LSAUTE MANAGER Managing Partner SILVERWARE ROLL	<b>70</b> 2 1 4 1 3 6 1 2 2 37 1 2 1 1 1 3 1 1
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<b>State</b>	<b>Total Locations</b>	<b>Number of Affected Employees</b>
Missouri	13	935

<b>State</b>	<b>Location</b>	<b>Address</b>	<b>Job Titles</b>	<b>Number of Affected Employees</b>
Missouri	Carrabba's #7601	<b>19900 Valley View Parkway, Independence, Missouri 64055 (816) 795-9944</b>	<b>TOTAL</b> ADMN AM PREP DICOLDSIDE D1HOTSIDE D2COLDSIDE D2HOTSIDE D3HOTSIDE DAKM DDISH DGRILL DHOST DSERVER DTOGO KM MAINTENANCE Managing Partner SILVERWARE ROLL	<b>51</b> 1 2 2 2 1 1 2 1 5 2 9 18 1 1 1 1 1

<b>State</b>	<b>Location</b>	<b>Address</b>	<b>Job Titles</b>	<b>Number of Affected Employees</b>
Missouri	Fleming's #3601	<b>1855 South Lindbergh Boulevard, St. Louis, Missouri 63131 (314) 567-7610</b>	<b>TOTAL</b> AM PREP CHEF PARTNER DBACKWAITER DBAR DBROILER DDISH DHOST DPANTRY DSAUTE DSERVER Executive Sous Chef MANAGER Managing Partner PM PREP Private Dining Dir Senior Manager TRR\$ SERVER W S	<b>54</b> 2 1 7 2 2 4 4 4 2 16 1 2 1 3 1 1 1 1

<b>State</b>	<b>Total Locations</b>	<b>Number of Affected Employees</b>
Missouri	13	935

<b>State</b>	<b>Location</b>	<b>Address</b>	<b>Job Titles</b>	<b>Number of Affected Employees</b>
Missouri	Outback #2612	<b>5228 North Service Road, Saint Peters, Missouri 63376 (636) 940-9409</b>	<b>TOTAL</b> AM PREP CLASSROOM TRAIN DAKM DBLOOM DBUS DDISH DFRY DGRILL DHOST DSALAD DSAUTE DSERVER DTOGO KEY MAINTENANCE MANAGER Managing Partner	<b>102</b> 3 1 2 2 7 7 1 3 11 1 1 52 3 2 1 4 1

Missouri	Outback #2615	<b>101 Cape West Parkway, Cape Girardeau, Missouri 63701 (573) 335-6889</b>	<b>TOTAL</b> DBLOOM DBUS DDISH DFRY DGRILL DHOST DSALAD DSAUTE DSERVER DTOGO FOH Trainee KEY LSERVER MANAGER Managing Partner	<b>77</b> 1 6 5 2 2 8 4 2 34 1 1 5 2 3 1
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<b>State</b>	<b>Total Locations</b>	<b>Number of Affected Employees</b>
Missouri	13	935

<b>State</b>	<b>Location</b>	<b>Address</b>	<b>Job Titles</b>	<b>Number of Affected Employees</b>
Missouri	Outback #2616	<b>3760 South Glenstone Avenue, Springfield, Missouri 65804 (417) 890-5900</b>	<b>TOTAL</b> DAKM DBLOOM DBUS DDISH DHOST DSALAD DSERVER DTOGO KEY LHOST MAINTENANCE MANAGER Managing Partner TRE BOH	<b>80</b> 1 2 3 9 17 4 32 3 1 2 1 3 1 1

Missouri	Outback #2618	<b>5240 South Lindbergh Boulevard, Saint Louis, Missouri 63126 (314) 843-0777</b>	<b>TOTAL</b> AM PREP DBLOOM DBUS DDISH DGRILL DHOST DMAKEUP DSALAD DSAUTE DSERVER DTOGO KEY KM LBAR MAINTENANCE MANAGER Managing Partner TRE BOH	<b>79</b> 3 4 7 3 3 15 1 3 2 28 2 1 1 1 2 1 1
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<b>State</b>	<b>Total Locations</b>	<b>Number of Affected Employees</b>
Missouri	13	935

<b>State</b>	<b>Location</b>	<b>Address</b>	<b>Job Titles</b>	<b>Number of Affected Employees</b>
Missouri	Outback #2619	<b>3110 East 36th Street, Joplin, Missouri 64804 (417) 625-1156</b>	<b>TOTAL</b> AM PREP DAKM DBLOOM DBUS DDISH DGRILL DHOST DSERVER DTOGO KEY LBAR LFRY LSERVER MANAGER Managing Partner	<b>71</b> 1 1 2 7 8 1 14 24 5 1 1 1 1 3 1

Missouri	Outback #2620	<b>3930 Osage Beach Parkway, Osage Beach, Missouri 65065 (573) 302-4670</b>	<b>TOTAL</b> DAKM DBLOOM DBUS DDISH DGRILL DHOST DMAKEUP DSAUTE DSERVER DTOGO KEY KM MAINTENANCE MANAGER Managing Partner	<b>66</b> 1 3 2 7 2 13 1 1 26 1 4 1 1 2 1
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<b>State</b>	<b>Total Locations</b>	<b>Number of Affected Employees</b>
Missouri	13	935

<b>State</b>	<b>Location</b>	<b>Address</b>	<b>Job Titles</b>	<b>Number of Affected Employees</b>
Missouri	Outback #2621	<b>4002 Winghaven Boulevard, O'Fallon, Missouri 63368 (636) 625-4300</b>	<b>TOTAL</b> AM PREP DAKM DBLOOM DBUS DDISH DGRILL DHOST DSALAD DSAUTE DSERVER DTOGO FOH Trainee KEY LGRILL LSALAD MAINTENANCE MANAGER Managing Partner MIT TRE BOH	<b>76</b> 1 1 1 7 4 1 8 6 1 29 3 1 2 2 1 2 3 1 1 1 1

<b>State</b>	<b>Location</b>	<b>Address</b>	<b>Job Titles</b>	<b>Number of Affected Employees</b>
Missouri	Outback #2651	<b>7006 Northwest Barry Road, Kansas City, Missouri 64153 (816) 741-8900</b>	<b>TOTAL</b> AM PREP D Delivery Driver DBAR DBLOOM DBUS DDISH DGRILL DHOST DSALAD DSAUTE DSERVER DTOGO FOH Trainee KEY LBAR LGRILL LHOST LSALAD MANAGER Managing Partner Senior Manager TRE BOH	<b>83</b> 1 1 1 3 4 5 1 13 5 2 1 32 2 1 2 2 1 2 2 1 1 1 1 1

<b>State</b>	<b>Total Locations</b>	<b>Number of Affected Employees</b>
Missouri	13	935

<b>State</b>	<b>Location</b>	<b>Address</b>	<b>Job Titles</b>	<b>Number of Affected Employees</b>
Missouri	Outback #2654	<b>20000 East Valleyview Parkway, Independence, Missouri 64057 (816) 795-6790</b>	<b>TOTAL</b> AM PREP DAKM DBLOOM DBUS DDISH DGRILL DHOST DSALAD DSAUTE DSERVER DTOGO FOH Trainee Hospitality Host KEY KM LDISH LFRY LGRILL MANAGER TRE BOH	<b>81</b> 2 1 1 8 3 1 9 2 1 34 2 8 1 2 1 1 1 1 1 1 1 1



# C. R. Metal Products, Inc.

Your Single Source Solution

April 22, 2020

**CERTIFIED MAIL**  
**RETURN RECEIPT REQUESTED**

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
P.O. Box 1087  
Jefferson City, Missouri 65102

Re: C. R. Metal Products (Essential Business)  
10655 Gateway Blvd, Creve Coeur Missouri Facility  
WARN Notification

Dear Sir or Madam:

The purpose of this notice is to comply with any notice obligation that may be required under the Worker Adjustment Retraining and Notification Act (WARN) and provide you with the notice that may be required by WARN with respect to the potential reduction of operations, and furlough of employees at C. R. Metal Products' (the "Company") manufacturing facility located at 10655 Gateway Blvd, Creve Coeur, Missouri.

As a result of the COVID-19 pandemic, the Company is currently experiencing a material reduction in orders from its customer base. In spite of this downturn in orders, the Company does not presently plan on closing its facility located at 10655 Gateway Blvd. The Company currently has sufficient orders to keep its facility open. However, the reduced levels of orders being experienced normally would result in some layoffs of staff and, if reductions continue, material levels of staff reduction are anticipated.

However, the Company has just obtained interim financing through the Payroll Protection Program and, as a result, at present will not be laying off any of its workforce. Rather, the Company will continue operations and employment of its current workforce without layoffs, in the immediate future. While reduced work levels will be necessary, the Payroll Protection Act financing will permit the Company to continue to pay its employees at their current wage levels through June 12, 2020. At that time, the Company will re-evaluate its plans.

We have attached a notice that the Company sent to its employees on April 22, 2020 that more fully explains the situation.

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10655 Gateway Blvd. Saint Louis, MO 63132  
314-994-9550 • Fax 314-989-9115 • [crmetal.com](http://crmetal.com)



# C. R. Metal Products, Inc.

Your Single Source Solution

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None of the Company's employees are represented by a collective bargaining agent. To the extent that any layoffs occur, no bumping rights exist which could affect those employees that might have to be laid off in the future. Generally, any employees who might be laid off from the 10655 Gateway facility will not be offered other positions at any other Company locations (none exist) and no mandatory bumping rights exist at the facility.

This notice is designed to satisfy any notice obligations which the Company may have under the Worker Adjustment and Retraining Notification Act and Missouri law but it is not an admission that the Act or any relevant Missouri or Federal laws apply.



# C. R. Metal Products, Inc.

## Your Single Source Solution

April 22, 2020

**TO:** All C. R. Metal Products, Inc. Employees  
**SUBJECT:** Notice of COVID-19 Furlough and Instructions

C. R. Metal Employees,

As we've communicated in the past weeks, our company continues to receive some orders from our customers. Recently, we began receiving notifications from our customers regarding schedule changes, temporary closures and employee furloughs due to the COVID-19 Pandemic. As a result, the volume of orders we are receiving from customers has been reduced. A reduction in order volume means a reduction in the labor hours required to produce the parts. At this time, we do not intend to close; however, we will begin altering your work schedule to match the reduced production schedule.

You will be placed on furlough starting April 27, 2020 through June 12, 2020, your Furlough Period. During this Furlough Period we will alter work schedules as necessary. We will communicate all schedule changes to your manager and you. We will post work schedules on the employee communication boards and in the breakroom on Thursday of each week for the upcoming week.

Fortunately, we quickly applied for and were granted financial relief under the "CARES" Act (Coronavirus Aid, Relief and Economic Security Act). As a result, during your Furlough Period, you will be paid for 40 hours per week, even if you aren't scheduled to work 40 hours. However, you must work your scheduled hours. If you do not work your scheduled hours, you will not be paid for 40 hours during the week, but will need to take time off without pay, or use available vacation to be paid for scheduled hours not worked. More specific details about your Furlough Period are on the attached page.

Our sales team is communicating with customers daily. We will continue to monitor customer order volumes and company financials. We are hopeful our customer orders and company income will return to previous levels before the end of your Furlough Period. Our ability to continue to pay employees and avoid permanent layoffs and a shut-down of operations depends on our customer orders returning to normal levels.

Thank you for your willingness to work through these tough times. We will continue to lead this company to the best possible outcome by pursuing every resource and opportunity.

Stay Strong and Stay Focused. We'll get through this together.

10655 Gateway Blvd. Saint Louis, MO 63132  
314-994-9550 • Fax 314-989-9115 • [crmetal.com](http://crmetal.com)



# C. R. Metal Products, Inc.

## Your Single Source Solution

### YOUR FURLough PERIOD DETAILS

**Your Hire Date and Years of Service:** You will remain a Company Employee and your years of service will remain the same unless you resign or your employment is terminated.

**Your Pay:** You will continue to be paid for 40 hours per week at your regular rate of pay so long as you work your scheduled hours. In the event you do not work your scheduled hours, you will be paid for 40 hours, minus the time you were absent when scheduled to work or for which you used vacation. If you wish to be paid for scheduled hours during which you did not work, you must use vacation. In the event the Company is no longer able to pay employees, you will be notified immediately.

**Your Work Schedule:** You must report to work when you are scheduled to work, and you must work all of your scheduled hours. Any hours you are absent from your scheduled hours will be counted as time off without pay unless you use available vacation. In the event of a complete shut-down of operations, you will be notified immediately.

**Your Health/Dental Insurance Coverage:** During your Furlough Period the Company will continue your existing coverage under your health and/or dental plans. You will continue to pay your normal premium contribution.

**In the event your Company pay ceases during your Furlough Period:** The Company will pay your portion and the Company's portion of the Health/Dental Insurance premiums.

Upon your return to work, or when your pay restarts, premiums will again be collected from your pay. If you are terminated from employment and receive a final paycheck, the Company will deduct premiums from your pay per the Company's standard Termination Policies.

**Unemployment and Dislocated Worker Benefits:** Depending on the ability of the Company to pay employees, you may become eligible for unemployment benefits during your Furlough Period. We suggest you contact the Missouri Division of Employment Security or the State's Dislocated Worker Unit. For information on dislocated worker assistance, you may contact:

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
P.O. Box 1087  
Jefferson City, Missouri 65102  
1-800-877-8698

You may also contact the Missouri Department of Workforce Development at [jobs.mo.gov](http://jobs.mo.gov).

*This notice is designed to satisfy any notice obligations which the Company may have under the Worker Adjustment and Retraining Notification Act and Missouri Law but it is not an admission that the Act or any relevant Missouri laws apply.*

**June 30, 2020**

**E-Mail**

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Re: Announcement of Planned Action

Dear Lisa:

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, EAN Services, LLC (“Enterprise”) experienced a dramatic downturn in business. Enterprise did not believe there was a reasonable probability the downturn would last more than six months; indeed, it was Enterprise’s belief the downturn would last approximately one month. However, in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on Enterprise’s financial condition, Enterprise has realized that additional action is necessary. Such additional action includes permanent terminations of employees, including of some employees who had previously been placed on temporary layoff.

Enterprise was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 on Enterprise’s business became clear as set out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at EAN Services, LLC - St. Louis Contact Center located at 8421 St. John Industrial Drive in St. Louis, MO. The expected date of this layoff is June 30, 2020, or within 14 days commencing on that date. At this time, this mass layoff is expected to be permanent.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff:

<b>Job Title of Positions Impacted</b>	<b>Number of Affected people in each job classification</b>
	1

There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

June 22, 2020  
Via E-Mail

Lisa Marshall  
Missouri Department of Higher Education and Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Re: Announcement of Planned Action

Dear Ms. Marshall,

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, Enterprise Holdings (“Enterprise”) experienced a dramatic downturn in business. Enterprise did not believe there was a reasonable probability the downturn would last more than six months; indeed, it was Enterprise’s belief the downturn would last approximately one month. However, in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on Enterprise’s financial condition, Enterprise has realized that additional action is necessary. Such additional action includes permanent terminations of employees, including of some employees who had previously been placed on temporary layoff.

Enterprise was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 on Enterprise’s business became clear as set out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at EAN Holdings, LLC located at 8421 St. John Industrial Drive, St. Louis, MO 63114. The expected date of this layoff is June 30, 2020, or within 14 days commencing on that date. At this time, this mass layoff is expected to be permanent.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff:

<b>Job Title of Impacted Employee</b>	<b>Number of impacted employee(s)</b>
Account Coordinator	1

There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

8421 St. John Industrial Drive  
St. Louis, MO 63114  
Enterpriseholdings.com

April 27, 2020  
Via E-Mail

Lisa Marshall  
Missouri Department of Higher Education and Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

**Re: Announcement of Planned Action**

Dear Ms. Marshall,

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, Enterprise Holdings (“Enterprise”) experienced a dramatic downturn in business. Enterprise did not believe there was a reasonable probability the downturn would last more than six months; indeed, it was Enterprise’s belief the downturn would last approximately one month. However, in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on Enterprise’s financial condition, Enterprise has realized that additional action is necessary. Such additional action includes permanent terminations of employees, including of some employees who had previously been placed on temporary layoff.

Enterprise was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 on Enterprise’s business became clear as set out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at EAN Services, LLC located at 8421 St. John Industrial Drive, St. Louis, MO 63114. The expected date of this layoff is April 30, 2020, or within 14 days commencing on that date. At this time, this mass layoff is expected to be permanent.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff:

<b>Job Titles of Positions Affected</b>	<b>Number of Affected Employees in Each Job Classification</b>
Accounting Coordinator	10
Account Coordinator	17
Staff Accountant	1
Cash Receipting Supervisor	1
Billing Coordinator	6

There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

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April 27, 2020  
Via E-Mail

Lisa Marshall  
Missouri Department of Higher Education and Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

**Re:     Announcement of Planned Action**

Dear Ms. Marshall,

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, Enterprise Holdings (“Enterprise”) experienced a dramatic downturn in business. Enterprise did not believe there was a reasonable probability the downturn would last more than six months; indeed, it was Enterprise’s belief the downturn would last approximately one month. However, in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on Enterprise’s financial condition, Enterprise has realized that additional action is necessary. Such additional action includes permanent terminations of employees, including of some employees who had previously been placed on temporary layoff.

Enterprise was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 on Enterprise’s business became clear as set out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at EAN Holdings, LLC located at 8421 St. John Industrial Drive, St. Louis, MO 63114. The expected date of this layoff is April 30, 2020, or within 14 days commencing on that date. At this time, this mass layoff is expected to be permanent.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff:

<b>Job Titles of Positions Affected</b>	<b>Number of Affected Employees in Each Job Classification</b>
Accounts Payable Coordinator	1
CS SS Coordinator	8
Staff Accountant	4
CS SS Representative	7
File Assistant	1
Trade Coordinator	1

There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

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CONFIDENTIALITY NOTICE: This e-mail and any files transmitted with it are intended solely for the use of the individual or entity to whom they are addressed and may contain confidential and privileged information protected by law. If you received this e-mail in error, any review, use, dissemination, distribution, or copying of the e-mail is strictly prohibited. Please notify the sender immediately by return e-mail and delete all copies from your system.

**June 23, 2020**

**Via Email**

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Dr. Sam Page, St. Louis County Executive  
County Administration Building  
41 South Central Ave  
Clayton, MO 63105

Re: Announcement of Planned Action

Dear Ms. Lisa Marshall and Dr. Sam Page:

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, Enterprise Holdings (“Enterprise”) experienced a dramatic downturn in business. Enterprise did not believe there was a reasonable probability the downturn would last more than six months; indeed, it was Enterprise’s belief the downturn would last approximately one month. However, in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on Enterprise’s financial condition, Enterprise has realized that additional action is necessary. Such additional action includes permanent terminations of employees, including of some employees who had previously been placed on temporary layoff.

Enterprise was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 on Enterprise’s business became clear as set out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at the Contact Center, located at 8421 Saint John Industrial Drive in St. Louis, Missouri. The expected date of this layoff is June 30, 2020, or within 14 days commencing on that date. At this time, this mass layoff is expected to be permanent.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff:

<b>Job Titles of Positions Affected:</b>	<b>Number of Affected Employees in Each Job Classification:</b>
Revenue Management Business Process Director	1

There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

**April 27, 2020**

**Via Email**

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Dr. Sam Page, St. Louis County Executive  
County Administration Building  
41 South Central Ave  
Clayton, MO 63105

Re: Announcement of Planned Action

Dear Lisa Marshall and Dr. Sam Page:

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, Enterprise Holdings (“Enterprise”) experienced a dramatic downturn in business. Enterprise did not believe there was a reasonable probability the downturn would last more than six months; indeed, it was Enterprise’s belief the downturn would last approximately one month. However, in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on Enterprise’s financial condition, Enterprise has realized that additional action is necessary. Such additional action includes permanent terminations of employees, including of some employees who had previously been placed on temporary layoff.

Enterprise was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 on Enterprise’s business became clear as set out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at the Contact Center, located at 8421 Saint John Industrial Drive in St. Louis, Missouri. The expected date of this layoff is April 30, 2020, or within 14 days commencing on that date. At this time, this mass layoff is expected to be permanent.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff:

<b>Job Titles of Positions Affected</b>	<b>Number of Affected Employees in Each Job Classification</b>
Global Development Manager	1
Payroll Coordinator	2
Regional Revenue Manager	4

Revenue Management Analyst	17
Revenue Management Consulting Analyst	4
Revenue Management Support Representative	4

There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

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CONFIDENTIALITY NOTICE: This e-mail and any files transmitted with it are intended solely for the use of the individual or entity to whom they are addressed and may contain confidential and privileged information protected by law. If you received this e-mail in error, any review, use, dissemination, distribution, or copying of the e-mail is strictly prohibited. Please notify the sender immediately by return e-mail and delete all copies from your system.

**June 23, 2020**

**Via Email**

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Dr. Sam Page, St. Louis County Executive  
County Administration Building  
41 South Central Ave  
Clayton, MO 63105

Re: Announcement of Planned Action

Dear Ms. Lisa Marshall and Dr. Sam Page:

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, Enterprise Holdings (“Enterprise”) experienced a dramatic downturn in business. Enterprise did not believe there was a reasonable probability the downturn would last more than six months; indeed, it was Enterprise’s belief the downturn would last approximately one month. However, in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on Enterprise’s financial condition, Enterprise has realized that additional action is necessary. Such additional action includes permanent terminations of employees, including of some employees who had previously been placed on temporary layoff.

Enterprise was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 on Enterprise’s business became clear as set out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at Clayton Corporate Park, located at 600 Corporate Park Drive in Clayton, Missouri. The expected date of this layoff is June 30, 2020, or within 14 days commencing on that date. At this time, this mass layoff is expected to be permanent.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff:

<b>Job Titles of Positions Affected:</b>	<b>Number of Affected Employees in Each Job Classification:</b>
Asset Management Administrator Senior	1
Business Analyst	1
Technology and Business Process Manager	2

There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

**April 27, 2020**

**Via Email**

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Dr. Sam Page, St. Louis County Executive  
County Administration Building  
41 South Central Ave  
Clayton, MO 63105

Re: Announcement of Planned Action

Dear Lisa Marshall and Dr. Sam Page:

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, Enterprise Holdings (“Enterprise”) experienced a dramatic downturn in business. Enterprise did not believe there was a reasonable probability the downturn would last more than six months; indeed, it was Enterprise’s belief the downturn would last approximately one month. However, in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on Enterprise’s financial condition, Enterprise has realized that additional action is necessary. Such additional action includes permanent terminations of employees, including of some employees who had previously been placed on temporary layoff.

Enterprise was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 on Enterprise’s business became clear as set out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at Clayton Corporate Park, located at 600 Corporate Park Drive in Clayton, Missouri. The expected date of this layoff is April 30, 2020, or within 14 days commencing on that date. At this time, this mass layoff is expected to be permanent.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff:

<b>Job Titles of Positions Affected</b>	<b>Number of Affected Employees in Each Job Classification</b>
Account Coordinator	4
Account Manager	4
Account Specialist	1

Accounting Coordinator	6
Accounting Director	1
Accounting Manager	2
Accounting Supervisor	2
Accounts Payable Coordinator	2
Accounts Receivable Coordinator	4
ACE Analyst	1
ACE Data Scientist Senior	2
ACE Program Lead	1
ACE Senior Data Steward	1
ACE Software Engineer Senior	1
Administrative Assistant	11
Airport Properties and Relations Director	1
Airport Properties and Relations Specialist	2
Analytical Training Specialist Senior	1
Architectural Design Specialist	1
Assistant Financial Analyst	1
Ask Payroll Support Administrator	2
Associate Program Manager	6
Aviation Specialist Senior	1
Benefits Communication Manager	1
Benefits Communication Writer	1
Benefits Specialist	1
Brand Asset Specialist	1
Brand Identity 3D Designer	1
Brand Identity Director	1
Brand Integrity Assessor	4
Brand Integrity Manager	1
Brand Marketing Manager	1
Brand Marketing Specialist	2
Business Analyst	6
Business Management Analyst	1
Business Rental Strategic Account Manager	1
Business Rental Strategic Sales Director	3
Business Rental Strategic Sales Manager	3
Car Sales Account Specialist	1
Car Sales Coordinator	7
Card Program Coordinator	1
Change Management Analyst	1
Channel Marketing Specialist	1
Commercial Contracts Attorney	2
Commodity Specialist Senior	2

Commute Support Coordinator	1
Compensation Manager	1
Compliance and Reporting Analyst	1
Compliance Specialist	1
Construction Manager	1
Consumer Insights Specialist	1
Contract Coordinator	1
Content and Publicity Coordinator	3
Content and Publicity Specialist Senior	1
Corporate Car Sales Inventory Manager	1
Corporate Claims Coordinator	1
Corporate Claims Manager	1
Corporate Claims Specialist Senior	1
Corporate Construction Specialist	1
Corporate Counsel	2
Corporate Development Director	1
Corporate Remarketing Manager	1
Corporate Talent Development Coordinator	1
Corporate Training Resource Manager	1
Creative Marketing Specialist Senior	1
Creative Services Coordinator	1
Creative Services Manager	1
Creative Supervisor	1
Creative Video Specialist Senior	1
Credit Program Representative	1
Data & Analytics Strategy Director	1
Data Control Coordinator	1
Dealership Sales and Business Development Director	1
Digital Architect	1
Director	1
Environmental Compliance Specialist Senior	2
Environmental Design Manager	1
Environmental Design Specialist	4
Executive Assistant	11
External Reporting Accountant	1
Field Truck Maintenance Manager	1
Financial Systems Analyst	3
General Office	1
Global Franchise Risk and Vehicle Repair Manager	1
Global Franchise Support Director	2

Global Franchise Support Specialist	1
Global Mobility Coordinator	1
Government & Public Affairs Analyst	1
Government & Public Affairs Coordinator	1
Grants Specialist	1
Graphic Artist	3
Graphic Designer	1
HR Systems Analyst Senior	1
HRIS Coordinator	1
HRIS Reporting Analyst	1
Intellectual Property Manager	1
Interactive Artists	1
Intern	2
Internal Audit Manager Senior	1
Internal Audit Software Engineer	1
Internal Auditor	4
Internal IT Auditor	1
Internal IT Audit Manager Senior	1
IT Business Analyst Senior	1
IT Engineer 2	7
IT Engineer 3	2
IT Manager	8
IT Product Administrator Senior	3
IT Project Manager	2
IT Software Analyst	3
Labor Relations Coordinator	1
Lease Administrator	1
Liability Supervisor	1
Manager	1
Marketing Analyst	2
Marketing Automation Specialist Senior	1
Marketing Campaign Manager	1
Marketing Campaign Specialist	3
Marketing Procurement Specialist	2
Media Manager Senior	1
Meeting Coordinator	3
Meeting Planner	2
Operational Support Specialist	5
Privacy Coordinator	1
Privacy Specialist	1
Procurement Administrator	2
Product Delivery Specialist	2
Product Discovery Specialist	2

Product Manager	6
Product Owner	11
Product Ownership Manager	1
Product Portfolio Manager	1
Project Manager	2
Project Specialist	1
Real Estate Specialist	1
Recruitment Marketing Coordinator	1
Reporting Analyst	5
Reporting Coordinator	2
Research Analyst	1
Retirement Plan Analyst Senior	1
Risk Management Systems Analyst Senior	1
Sales Coordinator	2
Sales Director	3
SCM Contract Specialist	1
SCM Manager	3
SCM Vendor Management Analyst	2
Search Engine Optimization Analyst	1
Security & Investigations Manager	1
Service Advisor	1
Service Operations Advisor	3
Software Engineer	1
Software Testing Analyst	1
Senior Accounting Coordinator	2
Senior Accounts Payable Coordinator	1
Senior Insurance Billing Coordinator	1
Staff Accountant	10
Supplier Diversity Manager	1
Supply Chain Director	1
Systems Automation Specialist	3
Talent Acquisition Manager	1
Tax Accountant	3
Tax Manager	1
Training Designer/Developer	3
Travel Agency Sales Director	3
Travel Agency Sales Manager	1
Treasury Analyst	1
Truck Business Analyst	1
Truck Maintenance Manager	1
User Experience Designer	1
User Experience Researcher	2
Vehicle Acquisition Coordinator	2

Vehicle Acquisition Manager	1
Vehicle Administration Director	1
Vehicle Buy Coordinator	1
Vehicle Specification Coordinator	1
VSAS Coordinator	1
VSAS Supervisor	1

There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

42549704.1

**April 27, 2020**

**Via Email**

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Dr. Sam Page, St. Louis County Executive  
County Administration Building  
41 South Central Ave  
Clayton, MO 63105

Re: Announcement of Planned Action

Dear Lisa Marshall and Dr. Sam Page:

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, Enterprise Holdings (“Enterprise”) experienced a dramatic downturn in business. Enterprise did not believe there was a reasonable probability the downturn would last more than six months; indeed, it was Enterprise’s belief the downturn would last approximately one month. However, in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on Enterprise’s financial condition, Enterprise has realized that additional action is necessary. Such additional action includes permanent terminations of employees, including of some employees who had previously been placed on temporary layoff.

Enterprise was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 on Enterprise’s business became clear as set out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at Clayton Corporate Park, located at 600 Corporate Park Drive in Clayton, Missouri. The expected date of this layoff is April 30, 2020, or within 14 days commencing on that date. At this time, this mass layoff is expected to be permanent.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff:

<b>Job Titles of Positions Affected</b>	<b>Number of Affected Employees in Each Job Classification</b>
Account Coordinator	4
Account Manager	4
Account Specialist	1

Accounting Coordinator	6
Accounting Director	1
Accounting Manager	2
Accounting Supervisor	2
Accounts Payable Coordinator	2
Accounts Receivable Coordinator	4
ACE Analyst	1
ACE Data Scientist Senior	2
ACE Program Lead	1
ACE Senior Data Steward	1
ACE Software Engineer Senior	1
Administrative Assistant	11
Airport Properties and Relations Director	1
Airport Properties and Relations Specialist	2
Analytical Training Specialist Senior	1
Architectural Design Specialist	1
Assistant Financial Analyst	1
Ask Payroll Support Administrator	2
Associate Program Manager	6
Aviation Specialist Senior	1
Benefits Communication Manager	1
Benefits Communication Writer	1
Benefits Specialist	1
Brand Asset Specialist	1
Brand Identity 3D Designer	1
Brand Identity Director	1
Brand Integrity Assessor	4
Brand Integrity Manager	1
Brand Marketing Manager	1
Brand Marketing Specialist	2
Business Analyst	6
Business Management Analyst	1
Business Rental Strategic Account Manager	1
Business Rental Strategic Sales Director	3
Business Rental Strategic Sales Manager	3
Car Sales Account Specialist	1
Car Sales Coordinator	7
Card Program Coordinator	1
Change Management Analyst	1
Channel Marketing Specialist	1
Commercial Contracts Attorney	2
Commodity Specialist Senior	2

Commute Support Coordinator	1
Compensation Manager	1
Compliance and Reporting Analyst	1
Compliance Specialist	1
Construction Manager	1
Consumer Insights Specialist	1
Contract Coordinator	1
Content and Publicity Coordinator	3
Content and Publicity Specialist Senior	1
Corporate Car Sales Inventory Manager	1
Corporate Claims Coordinator	1
Corporate Claims Manager	1
Corporate Claims Specialist Senior	1
Corporate Construction Specialist	1
Corporate Counsel	2
Corporate Development Director	1
Corporate Remarketing Manager	1
Corporate Talent Development Coordinator	1
Corporate Training Resource Manager	1
Creative Marketing Specialist Senior	1
Creative Services Coordinator	1
Creative Services Manager	1
Creative Supervisor	1
Creative Video Specialist Senior	1
Credit Program Representative	1
Data & Analytics Strategy Director	1
Data Control Coordinator	1
Dealership Sales and Business Development Director	1
Digital Architect	1
Director	1
Environmental Compliance Specialist Senior	2
Environmental Design Manager	1
Environmental Design Specialist	4
Executive Assistant	11
External Reporting Accountant	1
Field Truck Maintenance Manager	1
Financial Systems Analyst	3
General Office	1
Global Franchise Risk and Vehicle Repair Manager	1
Global Franchise Support Director	2

Global Franchise Support Specialist	1
Global Mobility Coordinator	1
Government & Public Affairs Analyst	1
Government & Public Affairs Coordinator	1
Grants Specialist	1
Graphic Artist	3
Graphic Designer	1
HR Systems Analyst Senior	1
HRIS Coordinator	1
HRIS Reporting Analyst	1
Intellectual Property Manager	1
Interactive Artists	1
Intern	2
Internal Audit Manager Senior	1
Internal Audit Software Engineer	1
Internal Auditor	4
Internal IT Auditor	1
Internal IT Audit Manager Senior	1
IT Business Analyst Senior	1
IT Engineer 2	7
IT Engineer 3	2
IT Manager	8
IT Product Administrator Senior	3
IT Project Manager	2
IT Software Analyst	3
Labor Relations Coordinator	1
Lease Administrator	1
Liability Supervisor	1
Manager	1
Marketing Analyst	2
Marketing Automation Specialist Senior	1
Marketing Campaign Manager	1
Marketing Campaign Specialist	3
Marketing Procurement Specialist	2
Media Manager Senior	1
Meeting Coordinator	3
Meeting Planner	2
Operational Support Specialist	5
Privacy Coordinator	1
Privacy Specialist	1
Procurement Administrator	2
Product Delivery Specialist	2
Product Discovery Specialist	2

Product Manager	6
Product Owner	11
Product Ownership Manager	1
Product Portfolio Manager	1
Project Manager	2
Project Specialist	1
Real Estate Specialist	1
Recruitment Marketing Coordinator	1
Reporting Analyst	5
Reporting Coordinator	2
Research Analyst	1
Retirement Plan Analyst Senior	1
Risk Management Systems Analyst Senior	1
Sales Coordinator	2
Sales Director	3
SCM Contract Specialist	1
SCM Manager	3
SCM Vendor Management Analyst	2
Search Engine Optimization Analyst	1
Security & Investigations Manager	1
Service Advisor	1
Service Operations Advisor	3
Software Engineer	1
Software Testing Analyst	1
Senior Accounting Coordinator	2
Senior Accounts Payable Coordinator	1
Senior Insurance Billing Coordinator	1
Staff Accountant	10
Supplier Diversity Manager	1
Supply Chain Director	1
Systems Automation Specialist	3
Talent Acquisition Manager	1
Tax Accountant	3
Tax Manager	1
Training Designer/Developer	3
Travel Agency Sales Director	3
Travel Agency Sales Manager	1
Treasury Analyst	1
Truck Business Analyst	1
Truck Maintenance Manager	1
User Experience Designer	1
User Experience Researcher	2
Vehicle Acquisition Coordinator	2

Vehicle Acquisition Manager	1
Vehicle Administration Director	1
Vehicle Buy Coordinator	1
Vehicle Specification Coordinator	1
VSAS Coordinator	1
VSAS Supervisor	1

There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

42549704.1

**April 27, 2020**

**Via Email**

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Dr. Sam Page, St. Louis County Executive  
County Administration Building  
41 South Central Ave  
Clayton, MO 63105

Re: Announcement of Planned Action

Dear Lisa Marshall and Dr. Sam Page:

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, Enterprise Holdings (“Enterprise”) experienced a dramatic downturn in business. Enterprise did not believe there was a reasonable probability the downturn would last more than six months; indeed, it was Enterprise’s belief the downturn would last approximately one month. However, in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on Enterprise’s financial condition, Enterprise has realized that additional action is necessary. Such additional action includes permanent terminations of employees, including of some employees who had previously been placed on temporary layoff.

Enterprise was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 on Enterprise’s business became clear as set out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at the Contact Center, located at 8421 Saint John Industrial Drive in St. Louis, Missouri. The expected date of this layoff is April 30, 2020, or within 14 days commencing on that date. At this time, this mass layoff is expected to be permanent.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff:

<b>Job Titles of Positions Affected</b>	<b>Number of Affected Employees in Each Job Classification</b>
Global Development Manager	1
Payroll Coordinator	2
Regional Revenue Manager	4

Revenue Management Analyst	17
Revenue Management Consulting Analyst	4
Revenue Management Support Representative	4

There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

42549704.1

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**April 27, 2020**

**Via E-Mail**

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development

Re: Announcement of Planned Action

Dear Lisa Marshall:

This correspondence is being forwarded in an abundance of caution.

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, Enterprise Holdings (“Enterprise” or the “Company”) experienced a dramatic downturn in business resulting in the decision to place many employees at Enterprise Transport Facility located at 9305 Natural Bridge Road located in Berkeley, MO on temporary layoff effective March 23, 2020. This layoff was and still is expected to be temporary.

At the time these temporary layoffs were announced, the Company did not believe there was a reasonable probability that the layoffs would last more than six months; indeed, it was the Company’s belief that the layoffs would be for a relatively short duration. However, the Company has determined that while it is still unlikely, it is now reasonably foreseeable that these temporary layoffs could, at least in part, last for more than six months and may result in employment loss under applicable law. The Company has come to this determination in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on the Company’s financial condition. Therefore, the Company is providing this notice regarding the temporary layoffs out of an abundance of caution.

In light of the foregoing and given the rapid pace at which this situation has developed, the Company is providing as much notice as is possible under the circumstances. The temporary layoffs, which began on March 23, 2020 (or within 14 days of that date), affected the following numbers of employees with the following job titles:

<b>Job Titles of Positions Affected</b>	<b>Number of Affected Employees in Each Job Classification</b>
Driver	215
Lead Driver	32
General Office	5

All affected employees have been notified of their layoff dates and of applicable recall rights. There are minimal bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of these furloughs. And to the extent such rights existed, those rights have been exercised.

Enterprise Leasing Company of STL, LLC  
10144 Page Ave  
St Louis, MO, 63132  
USA  
[enterpriseholdings.com](http://enterpriseholdings.com)

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**April 27, 2020**

**Via E-Mail**

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development

Re: Announcement of Planned Action

Dear Lisa Marshall:

This correspondence is being forwarded in an abundance of caution.

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, Enterprise Holdings (“Enterprise” or the “Company”) experienced a dramatic downturn in business resulting in the decision to place many employees at Enterprise Airport Rental facility located at 9636 Natural Bridge Road located in Berkeley, MO on temporary layoff effective March 23, 2020. This layoff was and still is expected to be temporary.

At the time these temporary layoffs were announced, the Company did not believe there was a reasonable probability that the layoffs would last more than six months; indeed, it was the Company’s belief that the layoffs would be for a relatively short duration. However, the Company has determined that while it is still unlikely, it is now reasonably foreseeable that these temporary layoffs could, at least in part, last for more than six months and may result in employment loss under applicable law. The Company has come to this determination in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on the Company’s financial condition. Therefore, the Company is providing this notice regarding the temporary layoffs out of an abundance of caution.

In light of the foregoing and given the rapid pace at which this situation has developed, the Company is providing as much notice as is possible under the circumstances. The temporary layoffs, which began on March 23, 2020 (or within 14 days of that date), affected the following numbers of employees with the following job titles:

<b>Job Titles of Positions Affected</b>	<b>Number of Affected Employees in Each Job Classification</b>
Bus Driver (DOT 9-15)	3
Customer Assistance Representative Senior	1
Driver	7
Exit Booth Agent (Field)	2
Service Agent	17

All affected employees have been notified of their layoff dates and of applicable recall rights. There are minimal bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of these furloughs. And to the extent such rights existed, those rights have been exercised.



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**April 27, 2020**  
**Via E-Mail**

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development

Re: Announcement of Planned Action

Dear Lisa Marshall:

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, Enterprise Holdings (“Enterprise”) experienced a dramatic downturn in business. Enterprise did not believe there was a reasonable probability the downturn would last more than six months; indeed, it was Enterprise’s belief the downturn would last approximately one month. However, in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on Enterprise’s financial condition, Enterprise has realized that additional action is necessary. Such additional action includes permanent terminations of employees, including of some employees who had previously been placed on temporary layoff.

Enterprise was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 on Enterprise’s business became clear as set out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at St Louis National Alamo Airport facility located at 10124 Natural Bridge Rd, in St Louis, MO. The expected date of this layoff is April 30, 2020, or within 14 days commencing on that date. At this time, this mass layoff is expected to be permanent.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff:

<b>Job Titles of Positions Affected</b>	<b>Number of Affected Employees in Each Job Classification</b>
Administrative Supervisor	1
Assistant Branch Rental Manager	2
Branch Rental Manager	1
Bus Driver (DOT 16+)	6
Bus Driver (DOT 9-15)	3
Customer Service Agent Lead	1
Driver	3
Exit Booth Agent	1

**April 27, 2020**  
**Via E-Mail**

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development

Re: Announcement of Planned Action

Dear Lisa Marshall:

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, Enterprise Holdings (“Enterprise”) experienced a dramatic downturn in business. Enterprise did not believe there was a reasonable probability the downturn would last more than six months; indeed, it was Enterprise’s belief the downturn would last approximately one month. However, in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on Enterprise’s financial condition, Enterprise has realized that additional action is necessary. Such additional action includes permanent terminations of employees, including of some employees who had previously been placed on temporary layoff.

Enterprise was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 on Enterprise’s business became clear as set out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at St Louis Enterprise Rental Car Airport facility located at 9636 Natural Bridge Rd, in Berkeley, MO. The expected date of this layoff is April 30, 2020, or within 14 days commencing on that date. At this time, this mass layoff is expected to be permanent.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff:

<b>Job Titles of Positions Affected</b>	<b>Number of Affected Employees in Each Job Classification</b>
Assistant Branch Rental Manager	1
Bus Driver (DOT 16+)	1
Bus Driver (DOT 9-15)	6
Customer Assistance Representative Senior	1
Fleet Logistics Supervisor	1
Service Agent	2

There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.



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Exit Booth Agent Lead	1
Greeter	9
Rental Agent	5
Return Agent	6
Return Agent Lead	1
Service Agent	3

There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

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**April 27, 2020**  
**Via E-Mail**

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development

Re: Announcement of Planned Action

Dear Lisa Marshall:

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, Enterprise Holdings (“Enterprise”) experienced a dramatic downturn in business. Enterprise did not believe there was a reasonable probability the downturn would last more than six months; indeed, it was Enterprise’s belief the downturn would last approximately one month. However, in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on Enterprise’s financial condition, Enterprise has realized that additional action is necessary. Such additional action includes permanent terminations of employees, including of some employees who had previously been placed on temporary layoff.

Enterprise was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 on Enterprise’s business became clear as set out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at Enterprise Administration facility located at 10144 Page Ave, in St Louis, MO. The expected date of this layoff is April 30, 2020, or within 14 days commencing on that date. At this time, this mass layoff is expected to be permanent.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff:

<b>Job Titles of Positions Affected</b>	<b>Number of Affected Employees in Each Job Classification</b>
Accounting Coordinator	2
Accounting Supervisor	1
Accounts Payable Coordinator	1
Administrative Assistant	1
Business Rental Customer Service Representative	1
Business Rental Sales Executive Senior	1
Car Sales Business Development Executive	1

CarShare Fleet Supervisor	1
Generalist	1
Risk Supervisor	1
Staff Accountant	2
Vehicle Repair Coordinator	1

There will not be any bumping rights for affected employees that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.



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**April 27, 2020**

**Via E-Mail**

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development

Re: Announcement of Planned Action

Dear Lisa Marshall:

This correspondence is being forwarded in an abundance of caution.

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, Enterprise Holdings (“Enterprise” or the “Company”) experienced a dramatic downturn in business resulting in the decision to place many employees at the Administration office located at 10144 Page Avenue located in St Louis, MO on temporary layoff effective March 23, 2020. This layoff was and still is expected to be temporary.

At the time these temporary layoffs were announced, the Company did not believe there was a reasonable probability that the layoffs would last more than six months; indeed, it was the Company’s belief that the layoffs would be for a relatively short duration. However, the Company has determined that while it is still unlikely, it is now reasonably foreseeable that these temporary layoffs could, at least in part, last for more than six months and may result in employment loss under applicable law. The Company has come to this determination in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on the Company’s financial condition. Therefore, the Company is providing this notice regarding the temporary layoffs out of an abundance of caution.

In light of the foregoing and given the rapid pace at which this situation has developed, the Company is providing as much notice as is possible under the circumstances. The temporary layoffs, which began on March 23, 2020 (or within 14 days of that date), affected the following numbers of employees with the following job titles:

<b>Job Titles of Positions Affected</b>	<b>Number of Affected Employees in Each Job Classification</b>
Business Rental Account Representative	1
Driver	25
Service Agent	3

All affected employees have been notified of their layoff dates and of applicable recall rights. There are minimal bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of these furloughs. And to the extent such rights existed, those rights have been exercised.



Enterprise Leasing Company of STL, LLC  
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St Louis, MO, 63132  
USA  
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**April 27, 2020**

**Via E-Mail**

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development

Re: Announcement of Planned Action

Dear Lisa Marshall:

This correspondence is being forwarded in an abundance of caution.

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, Enterprise Holdings ("Enterprise" or the "Company") experienced a dramatic downturn in business resulting in the decision to place many employees at National Alamo Rental Car Facility located at 10124 Natural Bridge Road located in St Louis, MO on temporary layoff effective March 23, 2020. This layoff was and still is expected to be temporary.

At the time these temporary layoffs were announced, the Company did not believe there was a reasonable probability that the layoffs would last more than six months; indeed, it was the Company's belief that the layoffs would be for a relatively short duration. However, the Company has determined that while it is still unlikely, it is now reasonably foreseeable that these temporary layoffs could, at least in part, last for more than six months and may result in employment loss under applicable law. The Company has come to this determination in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on the Company's financial condition. Therefore, the Company is providing this notice regarding the temporary layoffs out of an abundance of caution.

In light of the foregoing and given the rapid pace at which this situation has developed, the Company is providing as much notice as is possible under the circumstances. The temporary layoffs, which began on March 23, 2020 (or within 14 days of that date), affected the following numbers of employees with the following job titles:

<b>Job Titles of Positions Affected</b>	<b>Number of Affected Employees in Each Job Classification</b>
Administrative Assistant	1
Bus Driver (DOT 16+)	1
Bus Driver (DOT 9-15)	4
Customer Assistance Representative Senior	1
Customer Service Agent	1
Driver	17
Exit Booth Agent	8
Greeter	3

Lot Attendant	1
Rental Agent	1
Return Agent	4
Service Agent	24

All affected employees have been notified of their layoff dates and of applicable recall rights. There are minimal bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of these furloughs. And to the extent such rights existed, those rights have been exercised.

Enterprise Leasing Company of STL, LLC  
 10144 Page Ave  
 St Louis, MO, 63132  
 USA  
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**April 27, 2020**  
**Via E-Mail**

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development

Re: Announcement of Planned Action

Dear Lisa Marshall:

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, Enterprise Holdings (“Enterprise”) experienced a dramatic downturn in business. Enterprise did not believe there was a reasonable probability the downturn would last more than six months; indeed, it was Enterprise’s belief the downturn would last approximately one month. However, in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on Enterprise’s financial condition, Enterprise has realized that additional action is necessary. Such additional action includes permanent terminations of employees, including of some employees who had previously been placed on temporary layoff.

Enterprise was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 on Enterprise’s business became clear as set out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at St Louis Enterprise Transportation facility located at 9305 Natural Bridge Rd, in Berkeley, MO. The expected date of this layoff is April 30, 2020, or within 14 days commencing on that date. At this time, this mass layoff is expected to be permanent.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff:

<b>Job Titles of Positions Affected</b>	<b>Number of Affected Employees in Each Job Classification</b>
Fleet Logistics Coordinator	1

There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

Enterprise Leasing Company of STL, LLC  
10144 Page Ave  
St Louis, MO, 63132  
USA  
[enterpriseholdings.com](http://enterpriseholdings.com)

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**April 28 2020**

**Via E-Mail**

Lisa Marshall  
Missouri Department of Higher Education and Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Re: Announcement of Planned Action

Dear Ms. Lisa Marshall:

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, Enterprise Holdings (“Enterprise”) experienced a dramatic downturn in business. Enterprise did not believe there was a reasonable probability the downturn would last more than six months; indeed, it was Enterprise’s belief the downturn would last approximately one month. However, in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on Enterprise’s financial condition, Enterprise has realized that additional action is necessary. Such additional action includes permanent terminations of employees, including of some employees who had previously been placed on temporary layoff.

Enterprise was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 on Enterprise’s business became clear as set out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at Enterprise Rent A Car, located at 466 Paris Street in Kansas City, Missouri. The expected date of this layoff is April 30, 2020, or within 14 days commencing on that date. At this time, this mass layoff is expected to be permanent.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff:

<b>Job Titles of Positions Affected</b>	<b>Number of Affected Employees in Each Job Classification</b>
Assistant Manager	1
Rental Management Assistant	1
Rental Management Trainee	1
Customer Assistance Representative	1
Exit Booth Agent	1

There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

Enterprise Leasing Company of KS, LLC  
5359 Merriam Drive  
Merriam, KS 66203

[enterpriseholdings.com](http://enterpriseholdings.com)

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**April 28, 2020**  
**Via E-Mail**

Lisa Marshall  
Missouri Department of Higher Education and Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Re: Announcement of Planned Action

Dear Ms. Lisa Marshall:

This correspondence is being forwarded in an abundance of caution.

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, Enterprise Holdings (“Enterprise” or the “Company”) experienced a dramatic downturn in business resulting in the decision to place many employees at Enterprise Rent A Car, located at 466 Paris Street in Kansas City, Missouri on temporary layoff effective March 19, 2020. This layoff was and still is expected to be temporary.

At the time these temporary layoffs were announced, the Company did not believe there was a reasonable probability that the layoffs would last more than six months; indeed, it was the Company’s belief that the layoffs would be for a relatively short duration. However, the Company has determined that while it is still unlikely, it is now reasonably foreseeable that these temporary layoffs could, at least in part, last for more than six months and may result in employment loss under applicable law. The Company has come to this determination in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on the Company’s financial condition. Therefore, the Company is providing this notice regarding the temporary layoffs out of an abundance of caution.

In light of the foregoing and given the rapid pace at which this situation has developed, the Company is providing as much notice as is possible under the circumstances. The temporary layoffs, which began on March 19, 2020 (or within 14 days of that date), affected the following numbers of employees with the following job titles:

<b>Job Titles of Positions Affected</b>	<b>Number of Affected Employees in Each Job Classification</b>
Customer Assistance Representative Senior	2
Driver	49

All affected employees have been notified of their layoff dates and of applicable recall rights. There are minimal bumping rights for affected employees—that is, employees will not be able to displace more

junior employees out of their job positions as a result of these furloughs. And to the extent such rights existed, those rights have been exercised.

Enterprise Leasing Company of KS, LLC  
5359 Merriam Drive  
Merriam, KS 66203

[enterpriseholdings.com](http://enterpriseholdings.com)

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**April 28, 2020**

**Via E-Mail**

Lisa Marshall  
Missouri Department of Higher Education and Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Re: Announcement of Planned Action

Dear Ms. Lisa Marshall:

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, Enterprise Holdings (“Enterprise”) experienced a dramatic downturn in business. Enterprise did not believe there was a reasonable probability the downturn would last more than six months; indeed, it was Enterprise’s belief the downturn would last approximately one month. However, in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on Enterprise’s financial condition, Enterprise has realized that additional action is necessary. Such additional action includes permanent terminations of employees, including of some employees who had previously been placed on temporary layoff.

Enterprise was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 on Enterprise’s business became clear as set out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at National and Alamo Rent A Car, located at 1 Nassau Circle in Kansas City, Missouri. The expected date of this layoff is April 30, 2020, or within 14 days commencing on that date. At this time, this mass layoff is expected to be permanent.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff:

<b>Job Titles of Positions Affected</b>	<b>Number of Affected Employees in Each</b>
Administrative Assistant	1
Assistant Branch Rental Manager	1
Customer Service Agent (Field)	1
Driver	11
Exit Booth Agent (Field)	5
Exit Booth Agent Lead (Field)	1
Greeter (Field)	2
Rental Agent	5
Rental Agent Lead	1
Return Agent (Field)	5
Service Agent	15
Service Agent Lead	2

There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

Enterprise Leasing Company of KS, LLC  
 5359 Merriam Drive  
 Merriam, KS 66203

[enterpriseholdings.com](http://enterpriseholdings.com)

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distribution, or copying of the e-mail is strictly prohibited. Please notify the sender immediately by return e-mail and delete all copies from your system.

**April 28, 2020**  
**Via E-Mail**

Lisa Marshall  
Missouri Department of Higher Education and Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Re: Announcement of Planned Action

Dear Ms. Lisa Marshall:

This correspondence is being forwarded in an abundance of caution.

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, Enterprise Holdings (“Enterprise” or the “Company”) experienced a dramatic downturn in business resulting in the decision to place many employees at National Rent A Car and Alamo Rent A Car, located at 1 Nassau Circle in Kansas City, Missouri on temporary layoff effective March 19, 2020. This layoff was and still is expected to be temporary.

At the time these temporary layoffs were announced, the Company did not believe there was a reasonable probability that the layoffs would last more than six months; indeed, it was the Company’s belief that the layoffs would be for a relatively short duration. However, the Company has determined that while it is still unlikely, it is now reasonably foreseeable that these temporary layoffs could, at least in part, last for more than six months and may result in employment loss under applicable law. The Company has come to this determination in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on the Company’s financial condition. Therefore, the Company is providing this notice regarding the temporary layoffs out of an abundance of caution.

In light of the foregoing and given the rapid pace at which this situation has developed, the Company is providing as much notice as is possible under the circumstances. The temporary layoffs, which began on March 19, 2020 (or within 14 days of that date), affected the following numbers of employees with the following job titles:

<b>Job Titles of Positions Affected</b>	<b>Number of Affected Employees in Each Job Classification</b>
Driver	16
Driver Lead	2
Exit Booth Agent (Field)	3
Greeter (Field)	1
Return Agent (Field)	4

All affected employees have been notified of their layoff dates and of applicable recall rights. There are minimal bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of these furloughs. And to the extent such rights existed, those rights have been exercised.

Enterprise Leasing Company of KS, LLC  
5359 Merriam Drive  
Merriam, KS 66203

[enterpriseholdings.com](http://enterpriseholdings.com)

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VIA U.S. MAIL

April 24, 2020

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Edd Akers, Mayor  
City's Administration Office  
110 West Maddux Street, Suite 210  
Branson, MO 65616

Mike Scofield  
Presiding Commissioner  
Taney County Commission  
P.O. Box 1086  
Forsyth, MO 65653

Re: WARN Act Notice

This Notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification Act ("WARN"). WARN requires employers to give advance written notice of a furlough to affected employees. Such advanced written notice has been reduced due to the unforeseen business circumstances of the Coronavirus pandemic, an unprecedented historical event that has resulted in a national state of emergency. However, to ensure that you and all employees receive as much advance notice as possible, we are providing this notice to you and to each impacted employee.

Beginning March 12, 2020, the Chateau on the Lake Resort Spa & Convention Center, located at 415 N State Hwy 265, Branson, MO 65616, will furlough 115 employees.

At this time, it is our hope that the furloughs will only be temporary. However, due to the unprecedented nature of the pandemic, we cannot guarantee that they will not be permanent and cannot guarantee a timeline for recall, if employees will be recalled at all. Bumping rights shall not exist for affected employees except as provided by any applicable collective bargaining agreement.

Attached is a listing of the job titles of employees who will be affected.

If you have any questions regarding this notice, please see my contact information below:



## Chateau on the Lake Resort Spa & Convention Center

Accounting Clerk  
Accounting Clerk  
Administrative Assistant  
Administrative Assistant, Sales  
Assistant Banquet Manager II  
Assistant Banquet Manager II  
Assistant Executive Housekeeper II  
Assistant Executive Housekeeper II  
Assistant Executive Housekeeper II  
Assistant General Manager IV  
Assistant General Manager IV  
Audio Visual Technician  
Audio Visual Technician  
Banquet Captain  
Banquet Captain  
Banquet Captain  
Banquet Manager III  
Banquet Server  
Banquet Set-Up  
Banquet Set-Up  
Banquet Set-Up  
Bell Captain  
Bell Person  
Chief Engineer IV  
Concierge  
Controller III  
Director, Event Sales II  
Director, Human Resources II  
Director, Sales & Marketing IV  
Engineering Supervisor  
Engineering Supervisor  
Engineers/Maintenance  
Event Sales Manager  
Event Sales Manager  
Event Service Manager II  
Event Service Manager II  
Event Technology Manager  
Executive Chef III



Executive Sous Chef III  
Executive Sous Chef III  
Floor Care Utility  
Food & Beverage Manager II  
Front Desk Clerk  
General Manager IV  
Greeter/Seater/Cashier  
Greeter/Seater/Cashier  
Greeter/Seater/Cashier  
Greeter/Seater/Cashier  
Greeter/Seater/Cashier  
Greeter/Seater/Cashier  
Greeter/Seater/Cashier  
Group Rooms Coordinator  
Guest Services Assistant Manager II  
Housekeeping Inspector  
Houseperson  
Houseperson  
Houseperson  
Houseperson  
Houseperson  
Human Resources Payroll Assistant  
Human Resources Payroll Assistant  
Kitchen Steward  
Kitchen Steward  
Kitchen Steward  
Laundry Attendant  
Laundry Attendant  
Laundry Attendant  
Laundry Attendant  
Laundry Attendant  
Lead Cook  
Lead Cook  
Lead Cook  
Line Cook  
Line Cook  
Line Cook  
Line Cook  
Lounge Bartender  
Maintenance Technician  
Maintenance Technician  
Maintenance Technician  
Maintenance Technician  
Marketing Manager  
Night Auditor





Restaurant Server  
Restaurant Server  
Room Attendant  
Room Attendant  
Room Attendant  
Room Attendant  
Sales Manager  
Sales Manager  
Seamstress  
Security Guard  
Security Guard  
Senior Sales Manager  
Sous Chef



600 Vine Street  
Suite 1400  
Cincinnati, OH 45202  
Tel: 513-241-2200  
Fax: 513-381-0149

Missouri Dept. of Higher Ed. & Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

**WARN Notice of Mass Layoff/Location Restructuring**

via email: [ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

To Whom It May Concern,

This notice is being provided pursuant to the Worker Adjustment and Retraining Notification Act of 1988, which requires employers to give official notice to affected employees of a pending mass layoff, as defined by the Act, at our Northwest, MO facility. This mass layoff/restructuring may rise to the level necessary to trigger WARN Act notice. First Student is providing this advance written notice to assist you in preparing for and adjusting to the upcoming transition. The layoffs are as a result of unforeseen business circumstances and are expected to be permanent.

As you may be aware, the contract to operate the local school districts between First Student and Northwest School District will end on June 30, 2020. As a result of this sudden, unforeseen business circumstance First Student expects its Northwest Location, located at 4260 Gravois Road, House Springs, MO 63051 to experience a permanent closing effective close of business June 30, 2020.

Positions that are affected by the layoff include: Part-time drivers; part time monitor/aides; Maintenance, and Administrative employees.

As many as 119 Teamsters represented employees and 8 non-represented staff may be subject to layoff. It is our goal to place personnel at other First Student, Inc. locations if possible, no later than May 31, 2020. In the very near future, First Student will provide a procedure for employees to express their interest in any of the opportunities available within First Student.

Cc: Jeff Hall (Teamsters Local 610, 11472 Schenk Drive, Maryland Heights, MO 63043)  
Office of the Mayor (101 Main Street, Hillsboro, MO 63050)



May 8, 2020

VIA EMAIL

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Dear Ms. Marshall:

Because of the unforeseeable COVID-19 pandemic and its resulting economic impact to our industry and our businesses, Cox Automotive unfortunately must implement furloughs at its facility located at 13813 St. Charles Rock Rd., Bridgeton, MO 63044. Furloughs will begin on or about May 17, 2020. Right now, we don't know that any of these furloughs will be permanent, but it is possible that presently unforeseeable circumstances may cause us to revise our outlook.

Approximately 141 employees will be affected by these furloughs. Furloughed employees will remain eligible for benefits and Cox Automotive has committed to paying the employee portion of medical, dental, vision, life insurance and long-term disability benefits for those employees previously enrolled in coverage. Affected employees do not have bumping rights.

We currently anticipate that the furlough may last for a period of up to sixteen weeks. We are hopeful that the COVID-19 pandemic will improve in the very near future, that current economic conditions will change, and that we will be able to have employees return to work as soon as possible. However, as we cannot predict how long the COVID-19 situation will last, its public health impact, and its effects upon our operations and business, we cannot rule out that furloughs could be longer than initially anticipated.

We were unable to provide this notice to you earlier because the extent of the public health impact of the COVID-19 pandemic and natural disaster/physical calamity, as well as the effects of the resulting dramatic downturn in business, were sudden, unforeseeable, and outside of our control.

This notice is being provided consistent with 20 CFR 639.7(f). To the extent that this furlough decision constitutes a covered event under the Worker Adjustment and Retraining Notification (WARN) Act, or any state or local workforce reduction laws, this letter is intended to fulfill any requirements of such laws.



May 8, 2020

VIA EMAIL

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Dear Ms. Marshall:

Because of the unforeseeable COVID-19 pandemic and its resulting economic impact to our industry and our businesses, Cox Automotive unfortunately must implement furloughs at its facility located at 3901 N. Skiles Ave., Kansas City, MO 64161. Furloughs will begin on or about May 17, 2020. Right now, we don't know that any of these furloughs will be permanent, but it is possible that presently unforeseeable circumstances may cause us to revise our outlook.

Approximately 174 employees will be affected by these furloughs. Furloughed employees will remain eligible for benefits and Cox Automotive has committed to paying the employee portion of medical, dental, vision, life insurance and long-term disability benefits for those employees previously enrolled in coverage. Affected employees do not have bumping rights.

We currently anticipate that the furlough may last for a period of up to sixteen weeks. We are hopeful that the COVID-19 pandemic will improve in the very near future, that current economic conditions will change, and that we will be able to have employees return to work as soon as possible. However, as we cannot predict how long the COVID-19 situation will last, its public health impact, and its effects upon our operations and business, we cannot rule out that furloughs could be longer than initially anticipated.

We were unable to provide this notice to you earlier because the extent of the public health impact of the COVID-19 pandemic and natural disaster/physical calamity, as well as the effects of the resulting dramatic downturn in business, were sudden, unforeseeable, and outside of our control.

This notice is being provided consistent with 20 CFR 639.7(f). To the extent that this furlough decision constitutes a covered event under the Worker Adjustment and Retraining Notification (WARN) Act, or any state or local workforce reduction laws, this letter is intended to fulfill any requirements of such laws.



PO Box 42049  
Phoenix, Arizona 85080-2049

TriWest.com

July 1, 2020

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
[ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

and

Mayor Quinton Lucas  
City Hall, 29th Floor  
414 E 12th St.  
Kansas City, Mo. 64106  
816-513-3500

Re: **Amendment to Worker Adjustment and Retraining Notification Act (WARN)**  
**Notice of Furlough on April 20, 2020**

Dear Sir or Madam:

The purpose of this notice (the “Amended Notice” is to follow up on the WARN Notice of Furlough sent to you on May 1, 2020 (the “Initial Notice”). As required by the Worker Adjustment and Retraining Notification Act (“WARN”), we reported in the Initial Notice that TriWest Healthcare Alliance’s (“TriWest” or the “Company”) operations in Kansas City, Missouri, both at 1480 N.W. Vivion Road, and for various telecommuters who report to that location or live within city limits would be subject to temporary furloughs for an unknown duration to realign TriWest’s staffing with projected volume of work going forward, and as a result of organizational changes. This Amended Notice is to inform you that, effective June 20, 2020, we have made the difficult decision to permanently lay off the previously furloughed staff.

Due to the economic impact of COVID-19 (Coronavirus), TriWest implemented measures to ensure the financial stability of the Company starting with the furloughs identified in the Initial Notice. The pandemic situation, combined with the continuing transition of our contract with the Department of Veterans Affairs, has impacted our business significantly, and as a result, we find that we must make some difficult personnel decisions.

Layoffs began on June 20, 2020 and completed on that date. The action impacted the following job titles which are held by the listed number of employees:

Title	# Affected
Director, Hub Operation	1
Admin Asst. Sr., Hub Operations	1
Care Authorization Spec	6
Complex Authorization Spec	7
Manager, Contact Center	3
Medical Management Team Lead	1
Patient Services Rep	137

Patient Services Rep Team Lead	4
Supervisor, Medical Operations	2
Supervisor, Patient Services	12

Employees in the listed positions are not represented by a union.

Bumping rights, for example, the ability to displace less senior employees at other TriWest facilities, do not exist. The Company has already notified the affected employees of the lay off and provided information regarding benefits available to them.

To the extent this event is covered by any state, or local advance notice requirements, this letter is intended to fulfill those requirements as well. TriWest asserts that the Initial Notice given on May 1, 2020 served as TriWest's notice of both the furlough and this potential lay off under 20 C.F.R. § 639.5. Notwithstanding, and pursuant to 20 C.F.R. § 639.9, you are hereby notified that you have been given less than the 60 days' notice contemplated by the federal and state WARN Acts due to unforeseeable business circumstances, namely the unanticipated and dramatic downturn caused by COVID-19.



PO Box 42049  
Phoenix, Arizona 85080-2049

TriWest.com

May 1, 2020

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
[ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

and

Mayor Quinton Lucas  
City Hall, 29th Floor  
414 E 12th St.  
Kansas City, Mo. 64106  
816-513-3500

**Re: Worker Adjustment and Retraining Notification Act (WARN) Notice of Furlough on April 20, 2020—Contingent Upon Future Unknown Events**

Dear Sir or Madam:

The purpose of this notice is to inform you that the TriWest Healthcare Alliance (“TriWest” or the “Company”), as required by the Worker Adjustment and Retraining Notification Act (“WARN”), that TriWest’s operations in Kansas City, Missouri, both at 1480 N.W. Vivion Road, and for various telecommuters who report to that location or live within city limits, will be subject to temporary furloughs for a currently unknown duration to realign TriWest’s staffing with projected volume of work going forward, and as a result of organizational changes that must be implemented. This notice is inclusive of the layoff of seventeen telecommuters located outside of Missouri who received their assignments from the operation center in Kansas City, effective May 22, 2020

Due to the economic impact of COVID-19 (Coronavirus), TriWest is implementing measures to ensure the financial stability of the Company. The current pandemic situation has impacted our business significantly, and as a result, we find that we must make some difficult personnel decisions.

At the time of this notice, we strongly anticipate that this furlough will last less than six months, but we also recognize the unpredictability of the rapidly-evolving business realities created by COVID-19. As a result, it is not impossible that these furloughs could exceed six months, which could result in an employment loss as defined under the Federal Worker Adjustment and Retraining Notification Act (“WARN Act”). If that scenario materializes, the Company may be retroactively required to have given you prior notice under the WARN Act. Consequently, we are providing you with the WARN Act notice below in case the furloughs exceed six months.

Employee furloughs will begin on April 20, 2020, and we expect we will be able to restore employees to their previous positions by mid-June 2020; however, as we cannot accurately project the trajectory of COVID-19 or its impacts on our business, an exact return to work date



PO Box 42049  
Phoenix, Arizona 85080-2049

TriWest.com

cannot be given at this time, nor can we guarantee any return to work. At this time, the action is expected to affect the following job titles which are held by the listed number of employees:

Furloughed Staff	
Title	# Affected
Director, Hub Operation	1
Admin Asst. Sr., Hub Operations	1
Care Authorization Spec	6
Complex Authorization Spec	7
Manager, Contact Center	3
Medical Management Team Lead	1
Patient Services Rep	137
Patient Services Rep Team Lead	4
Supervisor, Medical Operations	2
Supervisor, Patient Services	12
Terminated Staff	
Title	# Affected
Patient Services Rep*	17

\*17 reductions in force reside outside of Missouri, but were assigned to report to the TriWest hub in Kansas City

Employees in the listed positions are not represented by a union.

Bumping rights, for example, the ability to displace less senior employees at other TriWest facilities, do not exist. The Company has already notified the affected employees of the furloughs and provided information regarding benefits available to them.

This notice is based on the best information available at this time. To the extent this event is covered by any federal, state, or local advance notice requirements, this letter is intended to fulfill those requirements. The providing of this notice does not serve as an admission that any such notice is either necessary or required. Notwithstanding, and pursuant to 20 C.F.R. § 639.9, you are hereby notified that you have been given less than the 60 days' notice contemplated by the federal and state WARN Acts due to unforeseeable business circumstances, namely the unanticipated and dramatic major economic downturn caused by COVID-19. You are also notified that the Company has given as much notice as practicable under these circumstances.



VIA U.S. MAIL

May 4, 2020

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Mayor Dan Borgmeyer  
200 North 2nd Street  
4th Floor, Room 400  
Saint Charles, MO 63301

Steve Ehlmann  
County Executive  
St. Charles County  
100 N. Third St.  
St. Charles, MO 63301

Re: WARN Act Notice

This Notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification Act ("WARN"). WARN requires employers to give advance written notice of a furlough to affected employees. Such advanced written notice has been reduced due to the unforeseen business circumstances of the Coronavirus pandemic, an unprecedented historical event that has resulted in a national state of emergency. However, to ensure that you and all employees receive as much advance notice as possible, we are providing this notice to you and to each impacted employee.

Beginning March 12, 2020, the St. Charles Embassy Suites, located at 2 Convention Center Blvd, St Charles, MO 63303, will furlough 87 employees.

At this time, it is our hope that the furloughs will only be temporary. However, due to the unprecedented nature of the pandemic, we cannot guarantee that they will not be permanent and cannot guarantee a timeline for recall, if employees will be recalled at all. Bumping rights shall not exist for affected employees except as provided by any applicable collective bargaining agreement.

Attached is a listing of the job titles of employees who will be affected.



## St. Charles Embassy Suites

Accounting Clerk  
Accounting Clerk  
Administrative Assistant, Sales  
Assistant Executive Housekeeper I  
Assistant General Manager II  
Banquet Captain  
Banquet Captain  
Banquet Manager II  
Banquet Server  
Banquet Server  
Banquet Set-Up  
Banquet Set-Up  
Barista  
Barista  
Barista  
Bell Person  
Bell Person  
Bell Person  
Complimentary Cook  
Complimentary Cook  
Complimentary Server  
Complimentary Server  
Complimentary Server  
Complimentary Server  
Complimentary Server  
Controller I  
Director, Human Resources I  
Director, Sales & Marketing II  
Engineering Supervisor  
Engineering Supervisor  
Engineers/Maintenance  
Event Service Manager I  
Executive Chef II  
Executive Housekeeper II  
Front Desk Clerk  
General Manager II  
Group Rooms Coordinator  
Guest Services Assistant Manager I  
Guest Services Assistant Manager I  
Guest Services Manager II  
Housekeeping Inspector  
Houseperson  
Houseperson  
Houseperson



Houseperson  
Houseperson  
Houseperson  
Human Resources Payroll Assistant  
Kitchen Steward  
Laundry Attendant  
Laundry Attendant  
Lead Cook  
Line Cook  
Line Cook  
Line Cook  
Lounge Bartender  
Lounge Bartender  
Lounge Bartender  
Lounge Bartender  
Lounge Bartender  
Lounge Bartender  
Maintenance Technician  
Maintenance Technician  
Maintenance Utility  
Night Auditor  
Night Auditor  
Restaurant Manager II  
Restaurant Server  
Restaurant Server  
Restaurant Supervisor  
Room Attendant  
Room Service Server  
Sales Manager  
Sales Manager  
Senior Sales Manager  
Sous Chef



VIA U.S. MAIL

May 4, 2020

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Mayor Ken McClure  
City of Springfield  
840 Boonville Ave, 4th Floor  
Springfield, MO 65802

Bob Dixon  
Presiding Commissioner  
County Commission  
Greene County Commission Office  
1443 N Robberson Ave, 10th floor  
Springfield, MO 65802

Re: WARN Act Notice

This Notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification Act ("WARN"). WARN requires employers to give advance written notice of a furlough to affected employees. Such advanced written notice has been reduced due to the unforeseen business circumstances of the Coronavirus pandemic, an unprecedented historical event that has resulted in a national state of emergency. However, to ensure that you and all employees receive as much advance notice as possible, we are providing this notice to you and to each impacted employee.

Beginning March 12, 2020, the Springfield University Plaza, located at 333 S John Q Hammons Pkwy, Springfield, MO 65806, will furlough 112 employees.

At this time, it is our hope that the furloughs will only be temporary. However, due to the unprecedented nature of the pandemic, we cannot guarantee that they will not be permanent and cannot guarantee a timeline for recall, if employees will be recalled at all. Bumping rights shall not exist for affected employees except as provided by any applicable collective bargaining agreement.

Attached is a listing of the job titles of employees who will be affected.



## Springfield University Plaza

Accounting Clerk  
Accounting Clerk  
Administrative Assistant, Sales  
Area Director, Human Resources  
Assistant Banquet Manager I  
Assistant Banquet Manager I  
Assistant Executive Housekeeper I  
Assistant General Manager II  
Audio Visual Technician  
Banquet Captain  
Banquet Captain  
Banquet Manager II  
Banquet Server  
Banquet Server  
Banquet Server  
Banquet Server  
Banquet Server  
Banquet Server  
Banquet Set-Up  
Barista  
Deli Attendant  
Deli Attendant  
Deli Attendant  
Deli Attendant  
Director, Event Sales I  
Event Sales Manager  
Event Sales Manager  
Event Service Manager I  
Event Technology Manager  
Executive Chef II  
Executive Housekeeper II  
Front Desk Clerk  
Front Desk Clerk  
Front Desk Clerk  
General Manager II  
Greeter/Seater/Cashier  
Group Rooms Coordinator  
Guest Services Assistant Manager I  
Guest Services Manager II  
Housekeeping Inspector  
Houseperson  
Houseperson  
Houseperson





Room Attendant  
Sales Manager  
Sales Manager  
Sales Manager  
Security Guard  
Security Guard  
Van Driver  
Van Driver  
Van Driver  
Van Driver

May 6, 2020

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

RE: Temporary Layoffs Due to COVID-19 Impact  
Notice to State Dislocated Workers Unit

This letter is notice that Leggett & Platt, Incorporated ("Company") has placed approximately 200 Corporate Office employees on temporary, unpaid layoffs. The Corporate Office is located at No. 1 Leggett Road, Carthage, Missouri 64836.

These layoffs commenced on March 19, 2020. These layoffs will continue indefinitely but are intended to be temporary and last less than six months.

Whether or not this action triggers the requirements of the Worker Adjustment and Retraining Notification Act, we thought it appropriate to provide this notice. We are taking these employment actions because of COVID-19-related business circumstances that were not reasonably foreseeable. We would like to have given more notice of this action, but were unable to do so because of how quickly our operations were affected by the COVID-19 pandemic, the World Health Organization's pandemic declaration on March 11th, the President's declaration of a national emergency on March 13th, and other related governmental announcements and actions.

As permitted by 20 C.F.R. § 639.7(f), the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for making separations (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; an indication as to whether or not bumping rights exist; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any.



VIA U.S. MAIL

May 11, 2020

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Mayor Carrie Tergin  
City of Jefferson  
John G Christy Municipal Building  
320 E McCarty Street  
Jefferson City, MO 65101

Re: WARN Act Notice

This Notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification Act ("WARN"). WARN requires employers to give advance written notice of a furlough to affected employees. Such advanced written notice has been reduced due to the unforeseen business circumstances of the Coronavirus pandemic, an unprecedented historical event that has resulted in a national state of emergency. However, to ensure that you and all employees receive as much advance notice as possible, we are providing this notice to you and to each impacted employee.

Beginning March 12, 2020, the Jefferson City Capitol Plaza, located at 415 W McCarty St, Jefferson City, MO 65101, will furlough 108 employees.

At this time, it is our hope that the furloughs will only be temporary. However, due to the unprecedented nature of the pandemic, we cannot guarantee that they will not be permanent and cannot guarantee a timeline for recall, if employees will be recalled at all. Bumping rights shall not exist for affected employees except as provided by any applicable collective bargaining agreement.

Attached is a listing of the job titles of employees who will be affected.

If you have any questions regarding this notice, please see my contact information below:



## Jefferson City Capitol Plaza

Accounting Clerk  
Administrative Assistant, Sales  
Assistant Banquet Manager I  
Assistant Executive Housekeeper I  
Assistant General Manager II  
Banquet Bartender  
Banquet Bartender  
Banquet Bartender  
Banquet Bartender  
Banquet Captain  
Banquet Captain  
Banquet Captain  
Banquet Captain  
Banquet Manager II  
Banquet Server  
Banquet Set-Up  
Chief Engineer II  
Director, Accounting Services I  
Director, Event Sales I  
Director, Sales & Marketing II  
Engineers/Maintenance  
Engineers/Maintenance  
Engineers/Maintenance  
Engineers/Maintenance  
Engineers/Maintenance  
Engineers/Maintenance  
Event Sales Manager  
Event Service Manager I  
Executive Chef II  
Executive Housekeeper I  
Executive Sous Chef II  
Front Desk Clerk  
Front Desk Clerk  
Front Desk Clerk  
Front Desk Clerk  
Front Desk Clerk





Room Attendant  
Room Attendant  
Room Attendant  
Sales Manager  
Sales Manager  
Security Guard



VIA U.S. MAIL

May 11, 2020

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Mayor Quinton Lucas  
City Hall, 29th Floor  
414 E 12th St.  
Kansas City, Mo. 64106

Re: WARN Act Notice

This Notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification Act ("WARN"). WARN requires employers to give advance written notice of a furlough to affected employees. Such advanced written notice has been reduced due to the unforeseen business circumstances of the Coronavirus pandemic, an unprecedented historical event that has resulted in a national state of emergency. However, to ensure that you and all employees receive as much advance notice as possible, we are providing this notice to you and to each impacted employee.

Beginning March 12, 2020, the Kansas City Embassy Suites, located at 7640 Northwest Tiffany Springs Pkwy, Kansas City, Missouri, 64153, will furlough 92 employees.

At this time, it is our hope that the furloughs will only be temporary. However, due to the unprecedented nature of the pandemic, we cannot guarantee that they will not be permanent and cannot guarantee a timeline for recall, if employees will be recalled at all. Bumping rights shall not exist for affected employees except as provided by any applicable collective bargaining agreement.

Attached is a listing of the job titles of employees who will be affected.

If you have any questions regarding this notice, please see my contact information below:



## Kansas City Embassy Suites

Accounting Clerk  
Accounts Payable  
Area Director, Human Resources  
Area Director, Sales & Marketing I  
Area Group Rooms Coordinator I  
Area Sales Administrative Assistant  
Assistant Executive Housekeeper I  
Assistant General Manager II  
Banquet Bartender  
Banquet Captain  
Banquet Captain II  
Banquet Manager II  
Banquet Server  
Banquet Set-Up  
Banquet Set-Up  
Banquet Set-Up  
Chief Engineer II  
Complimentary Cook  
Complimentary Cook  
Complimentary F&B Attendant  
Complimentary F&B Attendant  
Complimentary Supervisor  
Controller II  
Engineering Supervisor  
Engineers/Maintenance  
Engineers/Maintenance  
Event Sales Manager  
Event Service Manager I  
Executive Chef II  
Executive Housekeeper III  
Front Desk Clerk  
Front Desk Clerk  
Front Desk Clerk  
Guest Services Assistant Manager I  
Guest Services Assistant Manager I  
Guest Services Manager II



Housekeeping Inspector  
Houseperson  
Houseperson  
Houseperson  
Houseperson  
Human Resources Generalist  
Kitchen Steward  
Kitchen Steward  
Laundry Attendant  
Laundry Attendant  
Laundry Attendant  
Lead Cook  
Lounge Bartender  
Lounge Bartender  
Night Auditor  
Night Auditor  
Night Auditor  
Public Area Attendant  
Regional Director, Operations  
Restaurant Manager III  
Restaurant Server, MEPS  
Restaurant Supervisor  
Room Attendant  
Room Attendant  
Room Attendant  
Room Attendant  
Room Attendant  
Room Service Server  
Room Service Server  
Rounds Cook  
Rounds Cook  
Sales Manager  
Sales Manager  
Sales Manager  
Sous Chef II  
Van Driver  
Van Driver  
Van Driver  
Van Driver  
Van Driver  
Van Driver  
Van Driver



July 17, 2020

*Via First-Class Mail*

The Honorable Greg Book  
Office of the Mayor  
301 Grand Ave  
Forest City, Missouri 64451

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, Missouri 65102

**Re: Supplemental WARN Act Notice**

Dear Mayor Book and Ms. Marshall:

On May 19, 2020, you received a letter constituting notice, pursuant to the Worker Adjustment Retraining and Notification Act of 1988 and related state laws (collectively, "WARN"), of a potential "plant closing" or "mass layoff" by Exide Technologies (the "Company") at the plant located at 25102 Exide Drive, Forest City, Missouri 64451 (the "Canon Hollow Facility"). This letter constitutes required additional notice, pursuant to WARN, concerning the postponement of the potential "plant closing" or "mass layoff" at the Canon Hollow Facility.

We are pleased to announce that on July 8, 2020, the Company entered into an agreement (the "Agreement") with EX Holdings, Inc. (the "Buyer"), a wholly owned subsidiary of Quexco Incorporated. Pursuant to the Agreement, the Company shall transfer to Buyer substantially all of its ongoing Americas business operations. The Agreement is subject to approval from the United States Bankruptcy Court for the District of Delaware and the consideration of higher or better offers for all or any part of the Company's business. Please note that the Buyer retains the ability to exclude certain assets from the transaction described in the Agreement up to three (3) days in advance of the auction for the Company's assets currently scheduled for July 23, 2020. If the Company does not consummate the Agreement with the Buyer, and does not enter into any alternative agreement with a purchaser, the Company will be forced to conduct reductions-in-force or plant closings. Alternatively, if the Company does consummate the Agreement or any other agreement with a purchaser to sell the business, the purchaser may elect not to continue to operate the business as a going concern or to offer employment to all of the Company's employees. If we are unsuccessful in selling the Canon Hollow Facility to the Buyer or any other purchaser who elects to operate the business as a going concern, the Company currently

expects that the "plant closing" or "mass layoff" and all job losses at the Canon Hollow Facility will occur on August 21, 2020 or within two weeks thereafter. Should that occur, any "plant closing" or "mass layoff" at the Canon Hollow Facility is expected to be permanent. The Company intends to supplement this notice with more specific information as the sale process unfolds and a purchaser's intentions regarding each employee's future employment become clearer.

We have notified Chuck Kaiser, the chief elected official of the International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers, Local 86116 of this information at the following address: 2329 South 22nd St., St Joseph, Missouri 64503.

The Company does not have a job bumping system. That is, employees will not be able to displace more junior employees out of their job positions as a result of this closure or layoff.



May 19, 2020

*Via First-Class Mail*

The Honorable Greg Book  
Office of the Mayor  
301 Grand Ave  
Forest City, Missouri 64451

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, Missouri 65102

Re: WARN Act Notice

Dear Mayor Book and Ms. Marshall:

As you may know, on May 19, 2020 Exide Technologies (the "Company") filed a voluntary petition in the United States Bankruptcy Court for the District of Delaware (hereinafter, the "Bankruptcy Court") seeking to reorganize its business under Chapter 11 of the United States Bankruptcy Code. On May 19, 2020, the Company filed a motion with the Bankruptcy Court seeking, among other things, authority to sell all or substantially all of the Company's assets.

If the Company does not enter into an agreement with a purchaser to sell the business, the Company currently expects that it will be forced to conduct reductions-in-force or plant closings. Alternatively, if the Company does enter into an agreement with a purchaser to sell the business, the purchaser may elect not to continue to operate the business as a going concern or to offer employment to all of the Company's employees. Accordingly, we are providing you today with conditional notice under the Workers Adjustment Retraining and Notification Act of 1988 ("WARN Act") and any related state law of a potential "plant closing" or "mass layoff" that may occur during the two-week period beginning July 21, 2020 or within two weeks thereafter, with possible additional layoffs continuing thereafter at 25102 Holt 250, Forest City, Missouri 64451 (the "Canon Hollow Facility"). The Company intends to supplement this notice with more specific information as the sale process unfolds and a purchaser's intentions regarding each employee's future employment become clearer.

If such a closure or mass layoff occurs, the Company expects that such actions will be permanent and will affect the entire Canon Hollow Facility.

The job titles and number of employees who will potentially be affected by the closure or layoffs are listed in Exhibit A, which is attached to this letter.

We have notified Chuck Kaiser, the chief elected official of the International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers, Local 86116 of this information at the following address: 3002 Pear St., St Joseph, Missouri 64503.

The Company does not have a job bumping system. That is, employees will not be able to displace more junior employees out of their job positions as a result of this closure or layoff.

**EXHIBIT A**  
**Job Titles and Number of Affected Employees**

<b>Job Title</b>	<b>Number of Affected Employees</b>
Accountant	1
Accounting Clerk	1
Bag House Operator	6
Battery Braker Operator	1
Blast Furnace Operator	20
Breaker	5
Casting	5
Change House Operator	1
Driver	2
Engineer	1
Engineering Manager	1
Environmental Manager	1
Environmental Specialist	2
Furnace Supervisor	4
Health and Safety Manager	1
Human Resources Manager	1
ISO Auditor	1
Maintenance Coordinator	1
Maintenance Supervisor	1
Maintenance Technician	7
Office Associate	1
Operations Manager	1
Plant Manager	1
Production Breaker Supervisor	1
Production Operator	1
Production Yard Supervisor	1
Security Guard	4
Shipping and Receiving Supervisor	1
Waste Water Treatment Operator	1
Yard Production Operator	10

Kellwood Western Region  
13071 E Temple Ave,  
City of Industry, CA 91746

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March 31, 2020

VIA US MAIL

Mr. Jose Perez, Assistant Director, Workforce Branch  
Los Angeles County WDACS  
3175 West 6th Street  
Los Angeles, CA 90020  
Phone: 1-213-738-2273  
Fax: 1-213-487-0379

Jennifer Gouvaia  
Deputy Chief, Program and Technical Assistance Section  
CA Employment Development Department  
Workforce Services Branch  
Workforce Services Division  
722 Capitol Mall  
MIC 50  
Sacramento, CA 95814  
916-654-6206

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Gentlepersons:

I write to inform you that effective April 1, 2020, Kellwood Apparel is temporarily furloughing 200 employees at its facility located at 13071 E. Temple Ave, City of Industry, CA 91746. The entire location will be temporarily closed in accordance with State and Local Orders.

At this time, further furloughs are not anticipated, but because the future is unknown, I cannot confirm certainty of this. Enclosed please find a listing of job titles and the number of employees for each title being affected.

Kellwood Western Region  
13071 E Temple Ave,  
City of Industry, CA 91746

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<b>Title</b>		<b>BL</b>	<b>Department</b>	<b>Dept Total</b>
Accounts Payable Spec	1	KWD	Accounting	
Accounts Receivable Coord	1	KWD	Accounting	
Cash App. Specialist	1	KWD	Accounting	<b>3</b>
Lead Maintenance Assoc	1	KG5	Building Services	
Mailroom Clerk	4	KG5	Building Services	
Maintenance Associate	5	KG5	Building Services	<b>10</b>
Order Management Clerk	9	KG5	Customer Service	<b>9</b>
Cutter	7	KG5	Cutting	<b>7</b>
Associate Designer	12	MYM	Design	
Design Assistant	1	MYM	Design	
Dir, Design	1	MYM	Design	
Fabric Manager	1	BRG	Design	
Graphic Artist	1	MYM	Design	
Jr. Associate Designer	3	MYM	Design	
Junior Designer	2	MYM	Design	
Product Development Assoc	2	MYM	Design	
Textile Graphic Artist	3	MYM	Design	<b>26</b>
Inventory Control Supv	1	KG5	Distribution	
Distribution Clerk	2	KG5	Distribution Base Service	
Driver	1	KG5	Distribution Base Service	
Lead Warehouse Associate	12	KG5	Distribution Base Service	
Material Handler	75	KG5	Distribution Base Service	

Kellwood Western Region  
 13071 E Temple Ave,  
 City of Industry, CA 91746

Receiving Associate	4	KG5	Distribution Base Service	
Shipping Associate	3	KG5	Distribution Base Service	
Sr Distribution Clerk	1	KG5	Distribution Base Service	
Warehouse Supervisor	1	KG5	Distribution Base Service	
Price Ticket Coordinator	1	KG5	Distribution Extra Handli	<b>101</b>
HR Assistant	1	KWD	Human Resources	<b>1</b>
Jr. Production Manager	2	KG5	Imports	
Product Manager	1	KG5	Imports	
Production Coordinator	5	KG5	Imports	
Quality Assurance Spec	1	KG5	Imports	<b>9</b>
Deskside Services Special	1	KWD	IT	
Mgr Professional Services	1	KWD	IT	
Sr Bus Systems Analyst	1	KWD	IT	
Sr. System Network Eng	1	KWD	IT	<b>4</b>
Logistics Assistant	3	KG5	Logistics	<b>3</b>
Marking/Grading	2	KG5	Marking & Grading	<b>2</b>
First Patternmaker	9	KG5	Patternmaking	
Patternmaking Assistant	3	KG5	Patternmaking	<b>12</b>
Compliance Specialist	1	KG5	PO Management	
Cost Administrator	1	KG5	PO Management	
Imports Assistant	3	KG5	PO Management	<b>5</b>
QC Audit	5	KG5	QC	
Quality Control Supv	2	KG5	QC	<b>7</b>
First Samplemaker	36	KG5	Samplmaking	
Sample Coordinator	1	KG5	Samplmaking	
Sewing Mechanic	1	KG5	Samplmaking	<b>38</b>

Kellwood Western Region  
13071 E Temple Ave,  
City of Industry, CA 91746

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Account Executive	1	BRG	Selling	
Jr Account Executive	5	MYM	Selling	
Manager NY Operations	1	MYM	Selling	
Receptionist	2	MYM	Selling	
Sales Assistant	1	MYM	Selling	
Sales Associate	1	BRG	Selling	
Sales Operations Manager	1	BRG	Selling	
Senior Account Executive	2	MYM	Selling	
Showroom Assistant	1	MYM	Selling	<b>15</b>
Assoc. Technical Designer	2	KG5	Technical Design	
Technical Coord	2	KG5	Technical Design	
Technical Designer	6	KG5	Technical Design	<b>10</b>

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**262**



# MEMORANDUM

**TO:** Mardy Leathers and Chris Slinkard  
**FROM:** Karla Houchins and Susan McKnight  
**SUBJECT:** Kellwood, Chesterfield  
**DATE:** 05/19/2020  
**CC:** Mark Stombaugh, Tammy Floyd, Myra Huhmann, Traci Albertson, Sherri Baumeister, Maggie Kost, Spencer Clark, Amanda McComb, Matthew Hankins

## Company Name and Address

Kellwood  
600 Kellwood Parkway  
Chesterfield, MO 63017

## Date / Source of Notification

05/19/20  
WARN

## Summary

Kellwood is a leading apparel manufacturer, manufacturing multiple brands. We received a WARN that due to COVID-19 and governmental restrictions, they shut down their California facility, and furloughed staff. Two staff members at their Chesterfield office were impacted, a Cash Applications Specialist, and an Accounts Receivable Coordinator. The furlough is expected to last for several additional weeks.

Memorandum for informational purposes only. ETT information has been provided, but no ETT meeting will be held. ETT materials were emailed to the impacted employees.

## Layoff Dates

April 1, 2020

## WIOA Region

St. Louis County

## Union Name / Contact

NA

## Meeting Dates

## Possibly Trade Impacted

No

### Employer Meeting

05/19/20

### Trade Act Petition Filed

No

### Worker Meeting

ETT materials emailed, 05/19/20

## WARN

Click [here](#) to view WARN information if available.

### Worker Meeting Location

Materials emailed to impacted employees

## Revisions



May 22, 2020

**Via Email with Read Receipt**

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102  
E-mail: lisa\_marshall@dhewd.mo.gov

**Re: Announcement of Planned Action**

Dear Ms. Marshall:

The rapidly progressing responses to the threat of COVID-19, including shelter-in-place orders and mandatory closures of several types of business establishments, have caused the 21c Museum Hotel's business needs and circumstances to change in ways that were not reasonably foreseeable as recently as just weeks ago. This resulted in, among other things, an unanticipated and dramatic economic downturn beyond our control, and the furlough of a number of our employees.

However, in light of the continuing threat of COVID-19, in addition to recent federal, state and local guidance regarding the slow and phased re-openings of communities and businesses, we anticipate that many furloughs will be extended potentially beyond a 6-month period, and a number of positions will be eliminated. Accordingly, I am writing on behalf of 21c Museum Hotels to give you notice that we anticipate further action that is likely to result in a mass layoff at the 21c Museum Hotel Kansas City facility located at 219 W 9<sup>th</sup> Street in Kansas City, Missouri beginning May 26, 2020. This mass layoff is expected to be permanent in nature, given the current economic circumstances. We consider this to be an "unforeseeable business circumstance", given the unforeseeable, dramatic, and rapidly changing circumstances brought on by ever-increasing threat of COVID-19, the slow and phased return-to-work requirements and guidance on the federal, state and local level, and the economic impact on the hotel industry on the whole, including the property listed herein. Accordingly, please find this notice pursuant to the Federal Worker Adjustment and Retraining Notification ("WARN") Act.

All potentially affected employees have been notified of their separation dates and that their separation from employment will be permanent. Those employees are expected to be separated from employment beginning on May 26, 2020 with all separations accomplished by July 1, 2020. There will not be any bumping rights for the affected employees. All potentially affected employees have also been informed that they may be eligible to apply for unemployment insurance benefits and where to apply.

Attached as Appendix A is a list of job classifications to be affected, the number of employees to be laid off in each job classification. Should additional employees be affected, the Company will provide an updated Appendix.



## APPENDIX A

<b>Location of Affected Facility</b>	<b>Job Classification of Affected Employee</b>	<b>Approximate Number of Employees Affected in Each Job Classification</b>
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Accounting Manager	1
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Bartender	1
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Beverage Manager	1
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Chef de Cuisine	1
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Cook	13
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Event Captain	1



<b>Location of Affected Facility</b>	<b>Job Classification of Affected Employee</b>	<b>Approximate Number of Employees Affected in Each Job Classification</b>
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Event Manager	1
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Event Sales Manager	1
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Event Server	3
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Executive Chef	1
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Front Office Bell Staff	2
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Front Office Desk Agent	4
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Front Office Supervisor	2
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Housekeeping Houseperson	1
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Housekeeping Manager	1
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Housekeeping Public Area Attendant	2
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Housekeeping Room Attendant	2
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Housekeeping Supervisor	3
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Lead Bartender	1
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Museum Manager	1
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Night Auditor	2
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Restaurant AM Server	4
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Restaurant Host	4
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Restaurant Manager	3
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Restaurant PM Server	8
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Restaurant Runner	3
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Restaurant Supervisor	1



<b>Location of Affected Facility</b>	<b>Job Classification of Affected Employee</b>	<b>Approximate Number of Employees Affected in Each Job Classification</b>
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Sales Coordinator	1
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Sales Manager	2
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Sous Chef	2
219 W 9 <sup>th</sup> Street Kansas City, Missouri	Steward	3

# AMERISTAR® CASINO ★ RESORT ★ SPA

— ST. CHARLES —

Ameristar Casino Resort Spa  
1 Ameristar Blvd  
St Charles, MO 63301

May 22, 2020

**VIA EMAIL (ETT.DWD@dhewd.mo.gov)  
AND OVERNIGHT MAIL**

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Re:        *WARN Act Notice*

Dear Sir or Madam:

This notice is being provided pursuant to the Worker Adjustment and Retraining Notification (“WARN”) Act, 29 U.S.C. § 2102, *et seq.*, which requires employers to give official notice to certain government units or officials of a pending layoff that triggers statutory notice requirements.

Like many businesses across the country and in our industry, Boyd Gaming has been significantly affected by COVID-19 and the mandatory closures of all of our properties since mid-March.

Because of mandatory closures, guest limitations imposed by various regulatory authorities, and overall economic conditions due to the pandemic, Boyd Gaming anticipates that it will conduct permanent layoffs that may impact between 25% and 60% of team members at the Ameristar Casino Resort Spa located at 1 Ameristar Blvd, St Charles, MO 63301. For some team members who are not laid off, we now reasonably expect the current furlough may last longer than six months from the date it began.

We anticipate that the layoff will take place between July 1 and July 14, 2020. Due to evolving guidance from public health authorities and government agencies, we cannot currently determine

exactly how many team members will be laid off, or which individual team members will be impacted. Our best estimate of the job titles to be affected as well as the number of affected team members in each classification is attached. Affected team members do not have bumping rights and are not represented by a union.

Boyd Gaming is giving as much notice as is practicable, however, we were unable to provide 60-days's notice because of the pandemic's sudden, unforeseeable and dramatic impact on our business.

The pandemic's effects on our business remain unpredictable. Guidance issued by public health authorities and government agencies regarding requirements and precautions that will be necessary to protect our team members, customers and communities as we re-open remain subject to constant updates and modifications as officials learn more about the pandemic. We will provide additional information as we learn more.

**EXHIBIT A**  
**JOB CLASSIFICATIONS**

<b>JOB TITLE</b>	<b>Count of EMPLOYEE</b>
ADMINISTRATIVE ASST	1
ADVERTISING SPLST	1
ASST COOK	13
AV TECH	6
BAKER	8
BANQUET BARTENDER	4
BANQUET SERVER	26
BANQUET SET UP PERSON	5
BARBACK	8
BARISTA	2
BARTENDER	3
BARTENDER-BLUES BAR	3
BARTENDER-SPORTS BAR	1
BELL ATTENDANT	4
BEVERAGE ASST MGR	1
BEVERAGE SERVER I	26
BEVERAGE SERVER-BLUES BAR	2
BUSPERSON	1
BUSPERSON-ASIA	1
BUSPERSON-CAFE	1
BUSPERSON-SEAFOOD	3
BUSPERSON-SKHS FINE	5
BUSPERSON-SPORTS BAR	4
BUYER	1
CAGE CASHIER	25
CAGE SUPV	2
CASINO ASST MGR	1
COAT CHECK CLERK	4
COMPLIANCE SPLST	1
COOK	27
COUNT TEAM MEMBER	6
COUNT TEAM SUPV	1
DEALER	21
DEALER I	52
DEALER II	47
DEALER III	4
DEEP CLEANER II	3
ENGINEER I	2
ENGINEER II	4

ENGINEER III	10
EVENTS COORD	4
EVENTS MEETING MGR	1
EVS ATTENDANT	26
EXEC ASST	1
EXEC CASINO HOST	6
EXEC SALES MGR	1
F&B CLERK	1
FACILITIES MGR	1
FACILITIES SUPV	1
FINANCIAL ANALYST	1
FLOOR SUPV	21
FOOD RUNNER	1
FOOD SERVER -STAR CLUB	15
FOOD SERVER-ASIA	5
FOOD SERVER-BUFFET	3
FOOD SERVER-CAFE	4
FOOD SERVER-SEAFOOD	2
FOOD SERVER-SKHS FINE	7
FOOD SERVER-SPORTS BAR	18
FRONT DESK & PBX CLERK	16
GUEST ROOM ATTENDANT	52
GUEST ROOM INSPECTOR	8
HEAVY DUTY CLEANER	12
HEAVY DUTY PORTER	5
HOSPITALITY HOST	2
HOST	1
HOST/CASHIER-ASIA	4
HOST/CASHIER-BUFFET	17
HOST/CASHIER-SEAFOOD	1
HOST/CASHIER-SKHS FINE	2
HOST/CASHIER-SPORTS BAR	5
HOST/CASHIER-STAR CLUB	2
HOUSEKEEPING COORD	2
HOUSEKEEPING SUPV	3
HOUSEPERSON	8
HR BUSINESS PARTNER	1
HR SPLST	1
INVOICE PROCESS COORD	1
L&G GOGO DANCER	4
LAUNDRY ROOM ATTENDANT	11
LEAD BARISTA	3
LEAD CASINO SUPV	2

LEAD COOK	10
LEAD ENGINEER	3
LEAD EVS ATTENDANT	2
LEAD FRONT DESK & PBX CLERK	3
LEAD HOUSEKEEPER	1
LEAD REP PLAYERS CLUB	6
LEAD STEWARD	1
LIMO DRIVER	3
MAIN CASHIER	9
MASSAGE THERAPIST	2
NIGHT AUDITOR	4
POOL ATTENDANT	10
REP PLAYERS CLUB	2
RESTAURANT AGM	1
RESTAURANT ASST MGR	4
RESTAURANT ASST MGR-ASIA	1
RESTAURANT MGR-BUFFET	1
RESTAURANT RUNNER	2
RESTAURANT RUNNER-BUFFET	3
RETAIL CLERK	7
REVENUE AUDIT SUPV	1
REVENUE AUDITOR I	3
SALES COORD	1
SECURITY COORD	1
SECURITY OFFICER	42
SECURITY OFFICER-EVENTS	25
SECURITY SHIFT SUPV	3
SERVER-BANQUET EVENTS	1
SERVER-NIGHTCLUB	3
SERVER-RM SVC	2
SHIPPING & RECEIVING CLERK	4
SLOT SUPV	4
SLOT SVC SPLST	9
SLOT TECH I	6
SLOT TECH II	4
SLOT TECH SUPV	1
SOUS CHEF	2
SPECIALTY COOK	48
SPECIALTY COOK-ASIA	6
STEWARD	30
STEWARD ASST MGR	2
STEWARD SUPV	1
SURVEILLANCE AGENT	15

SYSTEMS ANALYST	1
TECHNICAL SUPPORT ANALYST	1
TOURNAMENT DEALER-POKER	2
VALET ATTENDANT	27
VALET DISPATCHER	1
VALET SUPV	2
WAREHOUSE PERSON-BEVERAGE	2
<b>Grand Total</b>	<b>947</b>

# AMERISTAR®

## CASINO ★ HOTEL

— KANSAS CITY —

Ameristar Casino Hotel  
3200 North Ameristar Drive  
Kansas City, MO 64161

May 22, 2020

**VIA EMAIL (ETT.DWD@dhewd.mo.gov)  
AND OVERNIGHT MAIL**

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Re:        *WARN Act Notice*

Dear Sir or Madam:

This notice is being provided pursuant to the Worker Adjustment and Retraining Notification (“WARN”) Act, 29 U.S.C. § 2102, *et seq.*, which requires employers to give official notice to certain government units or officials of a pending layoff that triggers statutory notice requirements.

Like many businesses across the country and in our industry, Boyd Gaming has been significantly affected by COVID-19 and the mandatory closures of all of our properties since mid-March.

Because of mandatory closures, guest limitations imposed by various regulatory authorities, and overall economic conditions due to the pandemic, Boyd Gaming anticipates that it will conduct permanent layoffs that may impact between 25% and 60% of team members at the Ameristar Casino Hotel located at 3200 North Ameristar Drive, Kansas City, MO 64161. For some team members who are not laid off, we now reasonably expect the current furlough may last longer than six months from the date it began.

We anticipate that the layoff will take place between July 1 and July 14, 2020. Due to evolving guidance from public health authorities and government agencies, we cannot currently determine

exactly how many team members will be laid off, or which individual team members will be impacted. Our best estimate of the job titles to be affected as well as the number of affected team members in each classification is attached. Affected team members do not have bumping rights and are not represented by a union.

Boyd Gaming is giving as much notice as is practicable, however, we were unable to provide 60-days's notice because of the pandemic's sudden, unforeseeable and dramatic impact on our business.

The pandemic's effects on our business remain unpredictable. Guidance issued by public health authorities and government agencies regarding requirements and precautions that will be necessary to protect our team members, customers and communities as we re-open remain subject to constant updates and modifications as officials learn more about the pandemic. We will provide additional information as we learn more.

**EXHIBIT A**  
**JOB CLASSIFICATIONS**

<b>JOB TITLE</b>	<b>Count of EMPLOYEE</b>
ADMINISTRATIVE ASST	1
ADVERTISING SPLST	1
AV TECH	7
BAKER	6
BANQUET MGR	1
BANQUET SERVER	1
BANQUET SET UP PERSON	1
BARBACK	3
BARTENDER	8
BARTENDER-SEAFOOD	1
BARTENDER-SPORTS BAR	4
BEVERAGE ASST MGR	3
BEVERAGE MGR	1
BEVERAGE SERVER I	1
BUYER	1
CAGE ASST MGR	1
CAGE CASHIER	13
CAGE SUPV	3
CARPET TECH	1
CASINO CONTROLLER	1
CASINO PERFORMANCE MGR	1
CASUAL STAGE TECH	1
CHEF DE CUISINE	4
COAT CHECK CLERK	1
COMPLIANCE SPLST	1
CONCESSION WORKER	4
COOK	50
COUNT TEAM MEMBER	5
COUNT TEAM MGR	1
COUNT TEAM SUPV	1
CULINARY APPRN	2
DEALER	19
DEALER I	47
DEALER II	24
DEALER III	22
DEALER IV	29
ENGINEER I	12
ENGINEER II	6
ENGINEER III	2

ENGINEER IV	1
ENGINEERING SUPV	1
ENTERTAINMENT MGR	1
EVS SUPV	2
EXEC CASINO HOST	3
EXEC HOUSEKEEPER	1
EXEC STEWARD	1
FINANCIAL ANALYST	1
FOOD SERVER-BUFFET	16
FOOD SERVER-SEAFOOD	1
FOOD SERVER-SKHS FINE	6
FOOD SERVER-SPORTS BAR	15
FRONT DESK & PBX CLERK	8
GROUNDSKEEPER	4
GUEST ROOM ATTENDANT	21
GUEST ROOM INSPECTOR	5
HEAVY DUTY CLEANER	2
HOST/CASHIER-BUFFET	8
HOST/CASHIER-SEAFOOD	1
HOST-SKHS FINE	2
HOST-SPORTS BAR	1
HOTEL SUPV	3
HOUSEKEEPING DISPATCHER	1
HOUSEKEEPING SUPV	2
HOUSEPERSON	2
HR SPLST	1
INTERNAL COMM & COMNTY MGR	1
INVOICE PROCESS COORD	1
LEAD COOK	5
LEAD COUNT TEAM MEMBER	2
LEAD PUMP ROOM ATTENDANT	1
LEAD REVENUE AUDITOR	2
LEAD STEWARD	1
MAIN CASHIER	9
MARKETING SPLST	1
MKTG COORD	1
NIGHT PORTER	1
PASTRY CHEF	1
PLAYERS CLUB REP	4
PLAYERS CLUB SUPV	3
POKER MGR	1
POKER SUPV	3
PUMP ROOM ATTENDANT	1

RESTAURANT ASST MGR	4
RESTAURANT MGR	3
RESTAURANT RUNNER-BUFFET	6
RESTAURANT RUNNER-SEAFOOD	1
RESTAURANT RUNNER-SKHS FINE	6
RESTAURANT RUNNER-SPORTS BAR	2
RETAIL CLERK	2
REVENUE AUDIT MGR	1
REVENUE AUDIT SUPV	1
REVENUE AUDITOR I	6
SECURITY OFFICER	1
SECURITY SHIFT SUPV	2
SHIPPING & RECEIVING CLERK	5
SLOT SUPV	3
SLOT SVC SPLST	14
SLOT TECH I	5
SOCIAL MEDIA SPLST	1
SOUS CHEF	3
SPECIAL EVENTS-MKTG	1
SPECIALTY COOK	2
STAR CLUB HOST	3
STAR CLUB SERVER	4
STEWARD	23
SURVEILLANCE AGENT	12
TABLE GAMES SUPV	17
TALENT RECRUITER	1
TECHNICAL SUPPORT ANALYST	1
VALET ATTENDANT	9
<b>Grand Total</b>	<b>578</b>



May 22, 2020

**Via E-mail**

WARN Coordinator  
Missouri Department of Higher  
Education & Workforce Development  
Office of Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102  
ETT.DWD@dhewd.mo.gov

**Via E-Mail**

Mayor Ken McClure  
840 Boonville Avenue  
Springfield, MO 65802  
kmcllure@springfieldmo.gov

**Via E-Mail**

Bob Dixon, Presiding Commissioner  
Greene County Commission Office  
1443 N. Robberson Ave., 10th Floor  
Springfield, MO 65802  
BDixon@greenecountymo.gov

Re: Announcement of Planned Action

Dear WARN Coordinator, Commissioner Dixon, and Mayor McClure

As a result of the unforeseeable, dramatic downturn in business caused by the coronavirus natural disaster, we are writing to inform you that there will be position eliminations and furloughs at the Mercy Hospital Springfield campus, with operations at the following addresses: 1235 E. Cherokee Street, 1965 S. Fremont Avenue, 2055 S. Fremont Avenue, 2115 S. Fremont Avenue, 2135 S. Fremont Avenue, 2030 S. National Avenue, and 1229 E. Seminole Street in Springfield, Missouri. We were unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 became clear. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed. The position eliminations and furloughs are expected to be permanent for some employees and temporary for others. The expected date of the first separation will be May 22, 2020 (unless noted otherwise in the attached Exhibits).

It is anticipated that 696 employees will be affected. All affected employees have been notified of their separation dates and that their separation from employment will be either permanent or temporary. Those employees are expected to be separated from employment beginning on May 22, 2020, with all separations accomplished by August 20, 2020.

A listing of job titles impacted by a permanent separation is attached as Exhibit A.  
A listing of job titles impacted by a temporary separation is attached as Exhibit B.

The affected employees are not represented by a union. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this event.

This notice is intended to comply with Mercy's notice obligations, if any, under the federal Worker Adjustment and Retraining and Notification Act ("WARN Act"), 29 U.S.C. §§ 2101-2109. Even though Mercy believes the WARN Act does not apply based on the "single site of employment" or "campus" definitions, in an abundance of caution, Mercy is providing you with this notice to the extent this is considered a "triggering event" or "mass layoff" for purposes of the WARN Act and/or other applicable law. The giving of this notice, however, shall not constitute an acknowledgement or admission by Mercy of any obligations under the WARN Act in the event the effects of the position eliminations and furloughs are such that the WARN Act requirements do not apply.

Exhibit A

Expected separation date of May 22, 2020:

Job Title	Number Impacted
Administrative Assistant I	1
Athletic Trainer II	1
Cardiopulmonary Rehab Nurse	1
CFO - Central Community	1
Chaplain I	2
Clinical Documentation Speclst	1
Clinical Pharmacist	1
Cook	1
Corporate Wellness Educator-Ld	1
Customer Service Specialist I	1
Data Analyst II	1
Database Analyst	1
Diet Technician	1
Director-Marketing Planning	1
Director-Operations	1
Director-Volunteer Services	1
Dir-Provider Onboarding & Retn	1
DRG Validation & Appeals Spec	1
Environmental Compliance Mgr	1
Executive Assistant	2
Executive Director-Recruitment	1
Exercise Physiologist	2
Graphic Design Specialist	1
Health & Wellness Coach	4
Health Info Svc Clerk	1
HR Assistant	2
Infection Control Specialist	1
Lab Support Technician IV	1
Lead System Administrator	1
Lead Tech/Ops Analyst	1
Manager-Communications Center	1
Manager-Retail Food Svc	1
Medical Assistant	15
Medical Transcriptionist I	1
Membership Services Coord	1
Nurse Navigator	1
Nurse Practitioner	10
Nurse Practitioner II-Clinic	1
Office Coordinator	1

Office Supervisor	1
Optician	1
Paralegal III	1
Patient Access Representative	2
Patient Benefit Advisor I	1
Patient Benefit Advisor III	1
Patient Relations Coordinator	1
Patient Svc Representative	4
Physical Therapist	1
Physician Assistant	4
Practice Manager	1
Practice Nurse LPN	1
Privacy Manager	1
Program Intake Coordinator	1
Quality Improvement Analyst	1
Recruiter	2
Recruitment Assistant	1
Reg Respiratory Therapist	1
Registered Nurse	1
Senior Financial Analyst II	1
Senior HR Manager	1
Service Center Technician	1
Sleep Medicine Technician II	1
Specialty Food Service Tech	4
Speech Therapist	1
Sr Chargemaster Clinical Spec	1
Sr Clin Bus Sol Analyst - Epic	1
Sr Clinic Business Sol Analyst	1
Sr EHR Credentialed Instructor	1
Stroke Educator	1
Talent Scout	1
Truck Driver	1
Utilization Review Nurse	1
Vice President-Operations	3

Expected separation date of August 20, 2020:

Job Title	Number Impacted
Critical Care Physician	1
Hospitalist	4
Pediatric Physician	1
Physician	5

Exhibit B

Job Title	Number Impacted
Admin Director-Flight Program	1
Administrative Assistant I	2
Administrative Assistant II	2
Administrative Assistant III	1
Administrative Assistant IV	1
Anesthesiologist	1
AP Lab Assistant I	1
AP Lab Assistant III	1
Assoc Informatics Analyst	1
Athletic Trainer II	9
Business Systems Analyst III	1
Cafeteria Technician I	2
Cardiac Rehab Coordinator	1
Cardiopulmonary Rehab Nurse	6
Cardiovascular Tech I	1
Catering Technician I	1
Certified Culinarian	1
Chaplain III	1
Charge RN	1
Child Life Specialist	4
Clin Research Scientist III	1
Clinic Training Coord-Clinical	1
Clinical Documentation Speclst	1
Clinical Educator	19
Clinical Educator II	1
Clinical Nurse Specialist IV	1
Clinical Pharmacist	1
Clinical Student Coordinator	1
Clinical Supervisor	5
Coding Specialist II	1
Community Health & Access Dir	1
Community Hlth & Access Coord	1
Cook	3
CT Technologist	1
Customer Service Specialist I	1
CV Program Assistant	1
Dietitian I	1
Director-Cardiac Cath Lab	1
Director-Operations	1
Director-Respiratory Therapy	1

Education Coordinator	1
Educator/Project Coordinator	1
Emergency Room Technician	6
Endoscopy Technician	2
Endoscopy Technician II	1
Exercise Physiologist	1
Fellowship Specialist	3
Food Service Tech I	2
Health Info Svc Coordinator	1
Health Info Svc Technician	1
House Supervisor	2
Imaging Assistant	2
Infection Control Specialist	1
Lab Support Technician I	6
Lab Support Technician II	3
Lab Support Technician III	2
Lab Support Technician IV	1
Lactation Consultant	6
Licensed Practical Nurse II	5
Mammography Technologist	4
Manager-Business Operations	1
Manager-Cardiopulmonary Svcs	1
Manager-Child Life	1
Manager-Environmental Services	1
Manager-Imaging Services	1
Manager-Lab Operations	3
Manager-Pastoral Services	1
Manager-Pharmacy Operations	1
Manager-Therapy Services	1
Medical Assistant	9
Medical Assistant Coordinator	1
Medical Navigator	1
Medical Technologist I	2
Medical Technologist II	1
Medical Technologist III	1
Monitor Technician	2
MRI Technologist	1
NICU Associate	2
Nurse Anesthetist	8
Nurse Clinician	2
Nurse Navigator	3
Nurse Practitioner	12
Nurse Technician	12

Nursing Operations Coordinator	1
Nursing Supervisor	1
Office Assistant	1
Office Coordinator	1
Optician	2
Optometrist	3
Orthopedic Technician	1
Pathologist	1
Patient Access Representative	6
Patient Account Representative	1
Patient Care Associate	99
Patient Educator	1
Patient Svc Representative	11
Patient Transporter	44
Patient Transporter-Lead	5
Pediatric Physician	1
Perfusion Assistant II	1
Pharmacist	1
Pharmacy Technician I	6
Physical Therapist	4
Physical Therapy Assistant	2
Physician Assistant	3
Practice Manager	1
Practice Manager II	1
Practice Nurse LPN	3
Prep Cook	2
Procedure Technician I	1
Project Coordinator	1
Project Manager	1
Quality Improvement Analyst	1
Quality Improvement Coord	1
Radiation Therapy Technologist	1
Radiologic Technologist	2
Radiology Coordinator	1
Reg Polysomnographic Tech	5
Reg Respiratory Therapist	11
Registered Nurse	65
Respiratory Care Coordinator	1
RN-Specialty	4
Senior Recruiter	1
Sitter	13
Sleep Medicine Technician II	1
Social Worker II	1

Sous Chef	1
Specialty Food Service Tech	3
Specialty Food Svc Tech-Lead	1
Sr Manager-Client Services	1
Sr Spec-Clinical Education	1
STEMI Program Coordinator	1
Store Room Clerk	1
Supervisor-Clinical Support	1
Supervisor-Environmental Svc	3
Supervisor-Lab Support Techs	1
Supervisor-Logistics	1
Supervisor-Mammography	1
Supervisor-Nuclear Medicine	1
Supervisor-Pharmacy	1
Supervisor-Public Safety	3
Supervisor-Radiology Shift	1
Supply Chain Coordinator I	1
Supply Chain Coordinator II	2
Supply Chain Tech II	1
Supvr-Dietary Resources	2
Surgical Procedure Assistant	16
Surgical Technologist	3
Ultrasound Technologist II	2
Unit Secretary	3



May 22, 2020

**Via E-mail**

WARN Coordinator  
Missouri Department of Higher  
Education & Workforce Development  
Office of Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102  
[ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

**Via E-Mail**

Mayor Barry L. Glantz  
300 N. New Ballas Road  
Creve Coeur, MO 63141  
[bglantz@crevecoeurmo.gov](mailto:bglantz@crevecoeurmo.gov)

**Via E-Mail**

Dr. Sam Page, County Executive  
41 South Central Avenue  
Clayton, MO 63105  
[spage@stlouisco.com](mailto:spage@stlouisco.com)

Re: Announcement of Planned Action

Dear WARN Coordinator, Dr. Page, and Mayor Glantz:

As a result of the unforeseeable, dramatic downturn in business caused by the coronavirus natural disaster, we are writing to inform you that there will be position eliminations and furloughs at the Mercy Hospital St. Louis campus, with operations at the following addresses: 607 S. New Ballas Road, 615 S. New Ballas Road, 621 S. New Ballas Road, 625 S. New Ballas Road, and 777 S. New Ballas Road in St. Louis County, Missouri. We were unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 became clear. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed. The position eliminations and furloughs are expected to be permanent for some employees and temporary for others. The expected date of the first separation will be May 22, 2020 (unless noted otherwise in the attached Exhibits).

It is anticipated that 663 employees will be affected. All affected employees have been notified of their separation dates and that their separation from employment will be either permanent or temporary. Those employees are expected to be separated from employment beginning on May 22, 2020, with all separations accomplished by August 20, 2020.

A listing of job titles impacted by a permanent separation is attached as Exhibit A. A listing of job titles impacted by a temporary separation is attached as Exhibit B.

The affected employees are not represented by a union. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this event.

This notice is intended to comply with Mercy’s notice obligations, if any, under the federal Worker Adjustment and Retraining and Notification Act (“WARN Act”), 29 U.S.C. §§ 2101-2109. Even though Mercy believes the WARN Act does not apply based on the “single site of employment” or “campus” definitions, in an abundance of caution, Mercy is providing you with this notice to the extent this is considered a “triggering event” or “mass layoff” for purposes of the WARN Act and/or other applicable law. The giving of this notice, however, shall not constitute an acknowledgement or admission by Mercy of any obligations under the WARN Act in the event the effects of the position eliminations and furloughs are such that the WARN Act requirements do not apply.

Exhibit A

Expected separation date of May 22, 2020:

Job Title	Number Impacted
Activities Coordinator	1
Administrative Assistant I	1
Administrative Assistant II	4
Administrative Assistant III	1
Administrative Assistant IV	1
Anesthesia Technician	1
Assistant Manager - vAlert	1
Assoc Foundation Coordinator	1
Athletic Trainer II	1
Cancer Registrar Assistant	1
Cardiac Sonographer II	1
Cash Accounting Representative	1
Certified Surgical Tech-FA	1
Child Life Specialist	1
Clinical Midwife	1
Clinical Nurse	13
Clinical Nurse Per Diem	2
Coding Specialist I	1
Coding Verification Specialist	1
Community Engagement Manager	1
Cook	2
Cook II	1
Counselor	2
CT Technologist	1
CT Technologist II	1
Director-Human Resources	1
Exec Dir-Strategic Initiatives	1
Faculty Midwife	1
Financial Coordinator	1
Food Service Tech I	5
Hearing Technician II	2
Hospitality Liaison	2
HR Associate	1
HR Generalist	2
Inventory Specialist	1
Lead Cert Clin Research Nurse	1
Manager - Neuroscience	1
Manager-Cancer Registry	1
Manager-Cancer Support Service	1

Manager-Gift Shop	1
Manager-JFK Clinic	1
Manager-Nursing Lvl 2	2
Manager-Retail Food Svc	1
Manager-Sleep Medicine	1
Marketing Planning Manager	1
Mechanic II	2
Medical Assistant I	1
Medical Assistant II	2
Medical Receptionist I	1
Medical Receptionist II	1
Medical Receptionist III	1
Medical Secretary	3
Medical Staff Svcs Assistant	1
Medical Technologist II	3
MRI Technologist	1
Music Therapist	1
Neuropsychologist	1
Nurse Practitioner	2
Office Assistant III	1
Operations Assistant	2
Patient Access Representative	4
Patient Benefit Advisor I	1
Patient Benefit Advisor II	1
Patient Care Technician	1
Patient RN Advocate	1
Pharmacist	8
Pharmacy Technician I	2
Pharmacy Technician II	4
Physician Assistant	2
Practice Coordinator	1
Practice Manager II	2
Practice Nurse Clinician	1
Practice Specialty RN	3
Project Management Consultant	1
Radiation Therapy Technologist	1
Radiologic Technologist II	1
Reg Respiratory Therapist	2
Reg Respiratory Therapist-Chld	1
Regional Director-Facilities	1
Regional VP HR-East	1
Registered Nurse II	8
Research Operations Assist III	1

Respiratory Clinician	1
RN - Instructor	1
Sales Associate	7
Scheduler	1
Senior Pharmacy Technician	1
Sleep Medicine Technologist	1
Social Worker II	1
Specialist-Clinical Education	1
Sr Cert Clin Research Nurse	2
Sr Spec-Clinical Education	1
Student Nurse Tech	1
Supervisor-Clinical Nursing	1
Supervisor-GI Services	1
Supervisor-Nuclear Medicine	1
Supervisor-Nutrition/Culinary	1
Supervisor-Pharmacy Services	1
Supervisor-Radiology Svc	1
Supply Chain Tech II	1
Supvr-Radiology Clerical Svc	1
Supv-Service Cntr/Cust Support	1
Surgical Services Assistant	2
Surgical Technologist	6
Talent Specialist MV Education	1
Team Leader-Respiratory	1
Unit Aide	1
Utilization/Case Manager	1
Vascular Sonographer III	2
Vending Machine Associate	1
Vice President-Operations	1
VP-Support Services	1

Expected separation date of August 20, 2020:

Job Title	Number Impacted
Physician	18

Exhibit B

Job Title	Number Impacted
ABA Implementer	3
Administrative Assistant II	4
Administrative Assistant III	2
Advanced Nurse Clinician	3
Anesthesia Technician	3
Assoc Regulatory Coordinator	1
Audiologist	2
Baker I	1
Behavioral Health Tech III	1
Cardiac Sonographer II	2
Care Manager II	1
Case Manager- East	1
Catering Assistant	3
Certified Athletic Trainer	3
Certified Surgical Tech-FA	2
Child Life Specialist	1
Clinical Nurse	81
Clinical Nurse - MTRC	2
Clinical Research Coordinator	1
Cook	2
Coord-Paramedic Education	1
Courtesy Van Driver	4
Dietitian II	2
Education Coordinator	1
EKG Technician I	1
Environmental Safety Coord	1
Environmental Svc Tech I	2
Exercise Physiologist	1
Facility Systems Tech I	1
Faculty Midwife	1
Financial Coordinator	1
Food Service Tech - Lead	1
Food Service Tech I	10
Food Service Tech II	12
Genetic Counselor	1
Healing Nurse Coordinator	2
Health Info Svcs Associate	4
Health Info Svcs Specialist	1
Hospitality Liaison	2

Imaging Support Technician	1
Inventory Control Coord	1
Inventory Specialist	1
Laboratory Assistant II	1
Lead Clinical Research Nurse	1
Lead IT Business Partner	1
Licensed Practical Nurse II	2
Lymphedema Rehab Specialist	3
Mammography Technologist II	3
Mammography Technologist III	1
Manager-Nursing Lvl 2	1
Manager-Pharmacy Operations	1
Materials Handler I	4
Materials Handler II	1
McAuley Mentor	1
Mechanic II	2
Mechanic III	1
Medical Assistant II	2
Medical Receptionist I	1
Medical Receptionist II	4
Medical Receptionist III	3
Medical Secretary	1
MH Case Manager II-Therapist	1
Nuclear Med Technologist II	1
Nuclear Medicine Technologist	1
Nurse Clinician	2
Nurse Navigator	5
Nurse Practitioner	17
Nurse Practitioner/Supervisor	1
OB Technician I	1
Office Assistant III	1
Office Supervisor	1
Patient Access Lead	1
Patient Access Representative	24
Patient Care Associate	16
Patient Care Technician	7
Patient Family Liaison II	1
Patient RN Advocate	1
Patient Support Associate	8
Patient Svc Representative	2
Perinatal Outreach Coordinator	1
Pharmacy Technician I	1
Physical Therapist-Athl Trnr	1

Physician Assistant	5
Policy and Standards Coord	1
Practice Specialty RN	2
Radiologic Technologist	1
Radiologic Technologist II	6
Radiologic Technologist-Lead	1
Reg Respiratory Therapist	6
Registered Nurse	7
Registered Nurse II	8
Research Operations Assist III	1
RN - First Assistant	9
RN-Practitioner	3
RN-Weekend	4
Sales Associate	2
Scheduler	2
Security Officer I	8
Security Officer III	1
Senior Scheduler	2
Senior Service Cntr Technician	1
Service Center Technician	1
Sleep Medicine Coordinator	1
Sleep Medicine Tech - Lead	1
Sleep Medicine Technologist	8
Social Worker II	1
Special Education Teacher	1
Speech Therapist	1
Sr CV Svcs Business Analyst	1
Stroke Coordinator I	4
Supervisor-Central Transport	1
Supervisor-Clinical Nursing	2
Supervisor-Nutrition/Culinary	2
Supervisor-Retail Shop	1
Supply Chain Tech	5
Supply Chain Tech I	11
Supply Chain Tech II	12
Supv-CV Spec Proc STEMI Coord	1
Surgical Services Assistant	6
Surgical Technologist	12
Surgical Technologist Educator	1
System Analyst-Imaging	1
Therapy Svcs Technician	1
Ultrasound Technologist I	2
Ultrasound Technologist IV	1

Unit Aide	1
Vascular Sonographer II	2
VP-Ops Care Optimization	1
Wound Care Ostomy - RN	8

# PAE

September 28, 2020

PAE National Benefits Center Contract  
WARN Notification Update

**State**

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
Email: ETT.DWD@dhewd.mo.gov

Dear WARN Coordinator,

You were previously provided notice on or about July 31, 2020 pursuant to the Worker Adjustment and Retraining Notification Act (WARN) of a planned separation of employment due to the United States Citizenship and Immigration Services' (USCIS) sudden and unforeseen decision to descope its contract with PAE at the site located at 850 NW Chipman Road, Suite 5000, Lee's Summit, MO 64063 and 2620 NE McBaine Drive, Lee's Summit, MO 64064. This is to provide you with an update regarding that earlier WARN notice.

USCIS granted a 90-day extension of the current contract through November 29, 2020. Therefore, the earliest possible date of separation has been extended until **November 29, 2020**. This notice is given conditional upon the non-renewal of PAE's contract with USCIS beyond November 29, 2020. We will continue to update you as information becomes available. The impacted employees are not represented by a union.

Due to the uncertain revenue stream of USCIS, this notice is being provided at the earliest possible time conditioned on the possibility of a mass layoff less than 60 days after notice of non-renewal by USCIS.

We are providing this information as soon as reasonably practicable and apologize that we were not able to provide more advance notice.

# PAE

The number of PAE impacted employees is 405. A list of the positions is below:

PAE NBC Lees Summit Titles	Number of Incumbents
<b>Program Manager</b>	1
<b>Quality Manager</b>	1
<b>Assistant Site Manager</b>	2
<b>Computer Operator I</b>	3
<b>Data Entry Operator II</b>	6
<b>File Clerk</b>	6
<b>General Clerk I</b>	155
<b>General Clerk II</b>	151
<b>General Clerk III</b>	33
<b>Manager Business Analysis</b>	1
<b>Operations Manager</b>	1
<b>Product Manager</b>	2
<b>Shipper/Packer</b>	7
<b>Shipping Packer</b>	4
<b>Supervisor</b>	21
<b>Technical Writer II</b>	1
<b>Truck Driver</b>	1
<b>Truck Driver - Heavy</b>	2
<b>Change Control Manager</b>	1
<b>QCTS Auditor</b>	1
<b>Senior Quality Analyst</b>	1
<b>QCTS Auditor</b>	4

Notifications have been sent to the following.

#### **Lee's Summit Notifications:**

##### **State**

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
Email: ETT.DWD@dhewd.mo.gov

# PAE

**Jackson County**

County Executive Frank White, Jr.

Jackson County Missouri

Jackson County Courthouse

415 E 12th Street

Kansas City, MO 64106

Email: mhennosy@jacksongov.org

**WIB**

Chairperson Betty Freeman-Boots

Eastern Jackson County Workforce Development Board

400 NW Murray Road

Lee's Summit, MO 64081

816-246-4343

Email: bfreeman@jkv.org

**Mayor William A. Baird**

220 SE Green St.

Lee's Summit, MO 64063

wbaird@cityofls.net

# PAE

July 29, 2020

**National Benefits Center (NBC)  
WARN NOTIFICATION UPDATE**

**VIA Electronic Mail**

**WARN Coordinator**

Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
Email: ETT.DWD@dhewd.mo.gov

Dear WARN Coordinator,

You were first previously provided notice on or about May 22, 2020 pursuant to the Worker Adjustment and Retraining Notification Act (WARN) of a planned separation of employment due to the United States Citizenship and Immigration Services' (USCIS) sudden and unforeseen decision to descope its contract with PAE at the site located at 7600 West 119th Street, Overland Park, KS 66213. This is to provide you with an update regarding that earlier WARN notice.

USCIS has granted a 30-day extension of the current contract but has indicated that it will have the option of non-renewal on a monthly basis until November 29, 2020. Therefore, the earliest possible date of separation has been extended until August 29, 2020. This notice is given conditional upon the non-renewal of PAE's contract with USCIS beyond August 29, 2020. If USCIS again exercises its option to renew for another 30 days, the separation date will be extended until September 29, 2020. If USCIS again exercises its option to renew the contract for an additional 30 days, your separation date will likewise be extended until October 29, 2020. Finally, if USCIS again exercises its option to renew the contract for an additional 30 days, your separation date will likewise be extended until November 29, 2020. The impacted employees are not represented by a union.

Due to the uncertain revenue stream of USCIS, this notice is being provided at the earliest possible time conditioned on the possibility of a mass layoff less than 60 days after notice of non-renewal by USCIS.

The number of PAE impacted employees is 27. A list of the positions is below:

Position Titles	Number of incumbents
Administrative Services Supervisor	2
Quality Review Specialist II	8
Quality Review Specialist III	7

# PAE

Shipper/Packer	10
Total	27

In the event services are needed at the end of the current or future extensions, notifications have been sent to the following.

## **Johnson County**

Chairman Ed Eilert  
Johnson County Board of Commissioners  
111 S Cherry Street  
Olathe, KS 66061  
Email: ed.eilert@jocogov.org

## **City**

Mayor Carl Gerlach  
City of Overland Park  
City Hall  
8500 Santa Fe Drive  
Overland Park, KS 66212  
Email: carl.gerlach@opkansas.org

## **WARN Coordinator**

Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
Email: ETT.DWD@dhewd.mo.gov

## **WIB**

Commissioner Jim Allen  
Workforce Partnership  
8535 Bluejacket Street  
Lenexa, KS 66214  
Fax (913)642-7260  
Email: FDJO@workforcepartnership.com

# PAE

May 22, 2020

**RE: EMPLOYER WARN NOTICE**

VIA ELECTRONIC MAIL

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
Email: ETT.DWD@dhewd.mo.gov

Dear WARN Coordinator,

This notice is being provided pursuant to the Worker Adjustment and Retraining Notification Act (WARN) which requires employers to provide notice of a pending mass layoff.

As a result of unforeseen business circumstances, PAE is required to immediately conduct layoffs at its site located at 850 NW Chipman Road, Suite 5000, Lee's Summit, MO 64063 and 2640 McBaine Drive, Lee's Summit, MO. 64064. The layoffs are anticipated to be permanent. There are no bumping rights. The impacted employees are not represented by a union. At this time and based on the information currently available, we anticipate that layoffs will begin May 29, 2020.

We are providing this information as soon as reasonably practicable. We apologize that we were not able to provide more advance notice. The United States Citizenship and Immigration Services (UCIS) recently notified PAE's National Business Center of its intent to significantly reduce the scope of the contracted services at this location due to budgetary constraints and without providing 60 days' notice. The contract change in scope is effective May 30, 2020.

As you may be aware from recent media reports, the coronavirus (COVID-19) pandemic has had a significant impact on UCIS's financial outlook. Since the declaration of the national emergency, USCIS has reported that its application and petition receipts dropped to half their previous levels and with them, agency revenue significantly declined. USCIS has requested \$1.2 billion in emergency funding from Congress due to the forecast that the agency will run out of money this summer. PAE has been advised that this agency budget shortfall necessitated this sudden and unexpected contract change.

# PAE

The number of employees affected 697. A list of the affected positions is below.

<b>Service Contract Act (SCA) Positions</b>	
General Clerk Level I	313
General Clerk Level II	262
General Clerk Level III	40
Shipper/Packer	4
Truck Drivers	2
Data Entry Clerk Level II	11
Computer Operators	4
<b>Non-SCA</b>	
Human Resources Generalist	1
Operations Manager	1
Supervisor	17
Recruiter	6
Quality Auditor	21
Quality Analyst	2
Quality Review Specialist III	11
Quality Supervisor	1
Product Manager	1

Frank Kose,  
NBC Program Manager

# PAE

PAE  
850 NW Chipman Road, Suite 5000  
Lee's Summit, MO 64063

May 27, 2020

**Via FedEx and Email**

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102 &  
ETT.DWD@dhewd.mo.gov

Mayor Quinton Lucas  
City Hall, 29th Floor  
414 E 12th St.  
Kansas City, Mo. 64106  
MayorQ@kcmo.org

*Re: Notice of Layoffs*

Dear WARN Coordinator and Mayor Lucas:

I am writing on behalf of the Merritt Hospitality, LLC, (hereinafter “the Company”) to give you notice that there will be layoffs impacting more than 50 employees of the Company located at the Hilton Kansas City Airport (the “Hotel”), 8801 NW 112th St., Kansas City, MO 64153. Employees previously on a temporary layoff status were informed on or around May 27, 2020, that they should anticipate that their layoffs will now exceed six months due to the likely continuation of the unanticipated, dramatic, and continuing downturn in the economy due to the COVID-19 pandemic and its impact on the hospitality industry. The layoffs exceeding six months are expected to affect 86 employees.

We do not know what the future will hold at this juncture and are providing the following information to ensure you are fully informed. Should any notice be required, it has been given as soon as possible given the unforeseen circumstances of a loss in business due to the unprecedented COVID-19 pandemic, the National Emergency declared by the President of the United States, and the State of Emergency declared by the Governor of Missouri. The COVID-19 pandemic has crippled the Company’s business and businesses around the country causing notice to not be foreseeable at the time that notice would have been required to be given.

All affected employees are being notified of their layoff dates and that their layoff from employment may exceed six months. Attached is a list 1 of the job positions and number of individuals who will be affected by the layoff. There are no bumping rights associated with the layoffs and the employees are not represented by a union.

## **Hilton Kansas City Airport**

<b>Job Title</b>	
Staff Accountant	1
Restaurant Food Busser	8
Outlet 1 Host/Hostess	7
Outlet 1 Manager	1
Outlet 1 Supervisor	1
Outlet Lounge 2 Bartender	2
Outlet Lounge 2 Cocktail Serve	1
Room Service Server I	3
Banquet Captain	4
Banquet Server	8
Banquet Setup	1
Driver	7
Director Of Revenue Management	1
Front Desk Agent	6
Front Desk Supervisor	1
Front Office Manager	1
Night Auditor	4
Director Of Housekeeping	1
Laundry Attendant	1
Public Area Attendant	2
Room Attendant	2
Human Resources Coordinator	1
Cook I	2
Cook II	2
Cook III	1
Executive Sous Chef	1
Purchasing Manager	1
Sous Chef	1
Steward I	1
Catering Manager	1
Conference Services Manager	1
Group Sales Manager	2

Sales Administrative Assistant	1
Receiving/Storeroom Attendant	1
Engineer I	1
Engineer II	2
Engineer III	1
Reservations Coordinator	1
Outlet 2 Barista	2

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June 1, 2020

**By E-Mail / Fax**

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
P.O. Box 1087 Jefferson City, MO 65102

The Honorable Daniel Naucke  
9 Bennett St  
Park Hills, MO 63601  
[mayor@parkhillsmo.net](mailto:mayor@parkhillsmo.net)

Re: Piramal Glass USA / Notice of Layoffs

I am writing to provide you with an update regarding Piramal Glass USA Inc. (the “Company”). As you may be aware, the recent economic times have been difficult for many businesses. Our business has been no exception.

Unfortunately, the Company must inform you that employees at the Company’s facility located at 1000 Taylor Ave, Park Hills, MO 63601 will be terminated on July 31, 2020, or within a 14 day period thereafter, although this date is subject to change. All employment terminations will be permanent, not temporary. Some employees may have bumping rights pursuant to the collective bargaining agreement with the Company (i.e., the ability to remain employed by displacing another employee from his or her job based on length of service).

The job titles of positions affected by this notice, and the number of incumbents in each position, are enclosed.

We deeply regret and understand the uncertainty this action may cause our valued employees. We very much appreciate our employees’ contributions and dedication to their jobs during this difficult period and will keep you apprised of ongoing developments.

Enclosure

**Piramal Glass – USA, Inc.**

Glass Manufacturing Operations Flat River Glass Plant 1000 Taylor Avenue Park Hills MO 63601 T +1 573 431 5743 F +1 573 431 0256

Corporate Office 329 Herrod Boulevard Dayton NJ 08810 T +1 856 293 6400 F +1 856 293 6401

W [www.piramalglassusa.com](http://www.piramalglassusa.com)

<b>Location</b>	<b>Job Class</b>	<b># of EE's</b>
Park Hills, MO	Machinist	14
Park Hills, MO	Glass Maker	2
Park Hills, MO	Laborers	6
Park Hills, MO	Bottle Makers	22
Park Hills, MO	Inspector / Packer	62
Park Hills, MO	Mechanics	10
Park Hills, MO	Maintenance	6
Park Hills, MO	Technicians	8
Park Hills, MO	Forklift Drivers	2
Park Hills, MO	Supervisors	17
Park Hills, MO	Payroll Clerk	3
Park Hills, MO	Engineers	6
Park Hills, MO	Auditors	4
Park Hills, MO	Shipping Clerks	2
Park Hills, MO	Safety Manager	1
<b>Total</b>		<b>165</b>



June 2, 2020

State of Missouri Workforce Development Division  
1108 Washington Square Shopping Center  
Washington, MO 63090

To Whom it may Concern:

LM Services Corporation, DBA Crowne Plaza St. Louis Airport, will be sending the enclosed WARN notice to approximately 75 employees.

DATE

EMPLOYEE NAME  
ADDRESS  
ADDRESS

Dear EMPLOYEE:

Due to the COVID-19 (Coronavirus) pandemic and its unforeseeable impact on our business, it has become necessary for the company to reduce its workforce. This letter is being issued in accordance with the Worker Adjustment and Retraining Notification Act (WARN) in order to notify you that LM Services Corporation (DBA Property Name) is downsizing its business located at (city, state, zip).

I regret to inform you that you will be laid off effective June 12, 2020. The layoff will be permanent. Your health insurance benefits will remain effective through June 30, 2020 so long as your employee portion of the benefits are paid in full. You will receive COBRA information at your home instructing you on how to continue your benefit elections. The Company does not provide bumping rights.

If you currently participate in the LM Services Retirement Plan and have questions regarding your 401k Plan, please reach out to

Thank you for your contributions to the Company. If you have any further questions about your layoff details, please contact [HRD name and contact information].

(Signature)  
Title



June 2, 2020

State of Missouri Workforce Development Division  
1108 Washington Square Shopping Center  
Washington, MO 63090

To Whom it may Concern:

LM Services Corporation, DBA Marriott St. Louis Airport, will be sending the enclosed WARN notice to approximately 175 employees.

DATE

EMPLOYEE NAME

ADDRESS

ADDRESS

Dear EMPLOYEE:

Due to the COVID-19 (Coronavirus) pandemic and its unforeseeable impact on our business, it has become necessary for the company to reduce its workforce. This letter is being issued in accordance with the Worker Adjustment and Retraining Notification Act (WARN) in order to notify you that LM Services Corporation (DBA Property Name) is downsizing its business located at (city, state, zip).

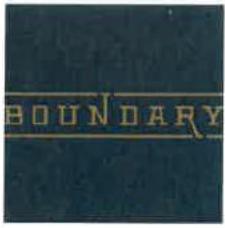
I regret to inform you that you will be laid off effective June 12, 2020. The layoff will be permanent. Your health insurance benefits will remain effective through June 30, 2020 so long as your employee portion of the benefits are paid in full. You will receive COBRA information at your home instructing you on how to continue your benefit elections. The Company does not provide bumping rights.

If you currently participate in the LM Services Retirement Plan and have questions regarding your 401k Plan, please reach out to

Thank you for your contributions to the Company. If you have any further questions about your layoff details, please contact [HRD name and contact information].

(Signature)

Title



June 3, 2020

State of Missouri Workforce Development Division  
1108 Washington Square Shopping Center  
Washington, MO 63090

To Whom it may Concern:

LM Services Corporation, DBA Boundary/Basso will be sending the enclosed WARN notice to approximately 28 employees.



Doubletree Hotel & Conference Center  
St. Louis – Chesterfield

June 1, 2020

Missouri Workforce Development Office  
1108 Washington Square Shopping Center  
Washington, MO 63090

To whom it may concern:

LM Services Corporation, DBA Doubletree Hotel & Conference Center-Chesterfield, will be sending the enclosed WARN notice to approximately 80 employees.



June 1, 2020

CCOPY

EMPLOYEE NAME

ADDRESS

ADDRESS

Dear EMPLOYEE:

Due to the COVID-19 (Coronavirus) pandemic and its unforeseeable impact on our business, it has become necessary for the company to reduce its workforce. This letter is being issued in accordance with the Worker Adjustment and Retraining Notification Act (WARN) in order to notify you that LM Services Corporation-Doubletree Hotel & Conference Center Chesterfield is downsizing its business located at 16625 Swingley Ridge Road, Chesterfield, Missouri 63017.

I regret to inform you that you will be laid off effective June 12, 2020. The layoff will be permanent. Your health insurance benefits will remain effective through June 30, 2020 so long as your employee portion of the benefits are paid in full. You will receive COBRA information at your home instructing you on how to continue your benefit elections. The Company does not provide bumping rights.

If you currently participate in the LM Services Retirement Plan and have questions regarding your 401k Plan, please reach out to Rita Hubbs at Advanced Benefits Consulting (314-450-7388) or email Rita at [ritah@abc401k.com](mailto:ritah@abc401k.com). She will be able to address any of your concerns.

Thank you for your contributions to the Company. If you have any further questions about your layoff details,



June 2, 2020

State of Missouri Workforce Development Division  
1108 Washington Square Shopping Center  
Washington, MO 63090

To Whom it may Concern:

LM Services Corporation, DBA Hilton St. Louis Airport, will be sending the enclosed WARN notice to approximately 130 employees.

HILTON ST. LOUIS AIRPORT  
10330 Natural Bridge Road | St. Louis, MO 63134



AMERICAS • EUROPE • MIDDLE EAST • AFRICA • ASIA • AUSTRALASIA

DATE

EMPLOYEE NAME  
ADDRESS  
ADDRESS

Dear EMPLOYEE:

Due to the COVID-19 (Coronavirus) pandemic and its unforeseeable impact on our business, it has become necessary for the company to reduce its workforce. This letter is being issued in accordance with the Worker Adjustment and Retraining Notification Act (WARN) in order to notify you that LM Services Corporation (DBA Property Name) is downsizing its business located at (city, state, zip).

I regret to inform you that you will be laid off effective June 12, 2020. The layoff will be permanent. Your health insurance benefits will remain effective through June 30, 2020 so long as your employee portion of the benefits are paid in full. You will receive COBRA information at your home instructing you on how to continue your benefit elections. The Company does not provide bumping rights.

If you currently participate in the LM Services Retirement Plan and have questions regarding your 401k Plan, please reach out to

Thank you for your contributions to the Company. If you have any further questions about your layoff details, please contact [HRD name and contact information].

(Signature)  
Title

# Hospitality Audio Visual Services

June 3, 2020

State of Missouri Workforce Development Division  
1108 Washington Square Shopping Center  
Washington, MO 63090

To Whom it may Concern:

LM Services Corporation, DBA Hospitality Audio Visual will be sending the enclosed WARN notice to approximately 21 employees.

# Hospitality Audio Visual Services

June 1, 2020

EMPLOYEE NAME

ADDRESS

ADDRESS

Dear EMPLOYEE NAME:

Due to the COVID-19 (Coronavirus) pandemic and its unforeseeable impact on our business, it has become necessary for the company to reduce its workforce. This letter is being issued in accordance with the Worker Adjustment and Retraining Notification Act (WARN) in order to notify you that LM Services Corporation DBA Union Station Hotel is downsizing its business located at 1820 Market St, St. Louis, MO 63103.

I regret to inform you that you will be laid off effective June 12, 2020. The layoff will be permanent. Your health insurance benefits will remain effective through June 30, 2020 so long as your employee portion of the benefits are paid in full. You will receive COBRA information at your home instructing you on how to continue your benefit elections. The Company does not provide bumping rights.

If you currently participate in the LM Services Retirement Plan and have questions regarding your 401k Plan, please reach out to



June 1, 2020

State of Missouri Workforce Development Division  
1108 Washington Square Shopping Center  
Washington, MO 63090

To whom it may concern:

LM Services Corporation, DBA Hilton Garden Inn St. Louis Airport, will be sending the enclosed WARN notice to approximately 19 employees.



June 1, 2020

Due to the COVID-19 (Coronavirus) pandemic and its unforeseeable impact on our business, it has become necessary for the company to reduce its workforce. This letter is being issued in accordance with the Worker Adjustment and Retraining Notification Act (WARN) in order to notify you that LM Services Corporation (DBA Hilton Garden Inn St. Louis Airport) is downsizing its business located at 4450 Evans Place Saint Louis, MO 63134.

I regret to inform you that you will be laid off effective June 12, 2020. The layoff will be permanent. Your health insurance benefits will remain effective through June 30, 2020 so long as your employee portion of the benefits are paid in full. You will receive COBRA information at your home instructing you on how to continue your benefit elections. The Company does not provide bumping rights.

If you currently participate in the LM Services Retirement Plan and have questions regarding your 401k Plan.



June 1, 2020

State of Missouri Workforce Development Division  
1108 Washington Square Shopping Center  
Washington, MO 63090

To whom it may concern:

LM Services Corporation, DBA Hilton Garden Inn St. Louis - Chesterfield, will be sending the enclosed WARN notice to approximately 16 employees.



June 1, 2020

Erica Bowen  
2909 Elderwood Circle  
High Ridge, MO 63049

Dear Erica Bowen:

Due to the COVID-19 (Coronavirus) pandemic and its unforeseeable impact on our business, it has become necessary for the company to reduce its workforce. This letter is being issued in accordance with the Worker Adjustment and Retraining Notification Act (WARN) in order to notify you that LM Services Corporation (DBA Hilton Garden Inn St. Louis - Chesterfield) is downsizing its business located at 16631 Chesterfield Grove Road Chesterfield, MO 63005.

I regret to inform you that you will be laid off effective June 12, 2020. The layoff will be permanent. Your health insurance benefits will remain effective through June 30, 2020 so long as your employee portion of the benefits are paid in full. You will receive COBRA information at your home instructing you on how to continue your benefit elections. The Company does not provide bumping rights.

If you currently participate in the LM Services Retirement Plan and have questions regarding your 401k Plan,



June 1, 2020

State of Missouri Workforce Development Division  
1108 Washington Square Shopping Center  
Washington, MO 63090

To whom it may concern:

LM Services Corporation, DBA Hilton Garden Inn St. Louis – O'Fallon, will be sending the enclosed WARN notice to approximately 14 employees.



June 1, 2020

Due to the COVID-19 (Coronavirus) pandemic and its unforeseeable impact on our business, it has become necessary for the company to reduce its workforce. This letter is being issued in accordance with the Worker Adjustment and Retraining Notification Act (WARN) in order to notify you that LM Services Corporation (DBA Hilton Garden Inn St. Louis – O'Fallon) is downsizing its business located at 2310 Technology Dr. O'Fallon, MO 63368.

I regret to inform you that you will be laid off effective June 12, 2020. The layoff will be permanent. Your health insurance benefits will remain effective through June 30, 2020 so long as your employee portion of the benefits are paid in full. You will receive COBRA information at your home instructing you on how to continue your benefit elections. The Company does not provide bumping rights.

If you currently participate in the LM Services Retirement Plan and have questions regarding your 401k Plan, please reach out to



June 2, 2020

State of Missouri Workforce Development Division  
1108 Washington Square Shopping Center  
Washington, MO 63090

To Whom it may Concern:

LM Services Corporation, DBA Hilton St. Louis at the Ballpark and 360 Rooftop Bar, will be sending the enclosed WARN notice to approximately 300 employees.



June 1, 2020

**State of Missouri Workforce Development Division  
1108 Washington Square Shopping Center  
Washington, MO 63090**

To Whom it may Concern:

LM Services Corporation, DBA Doubletree by Hilton, St. Louis at Westport, will be sending the enclosed WARN notice to approximately 60 employees.

DOUBLETREE BY HILTON ST. LOUIS – WESTPORT  
1973 Craigshire Road, Saint Louis, MO 63146 T (314) 434 0100 F (314) 434 5067  
DoubleTree.com



June 1, 2020



EMPLOYEE NAME  
ADDRESS  
ADDRESS

Dear EMPLOYEE:

Due to the COVID-19 (Coronavirus) pandemic and its unforeseeable impact on our business, it has become necessary for the company to reduce its workforce. This letter is being issued in accordance with the Worker Adjustment and Retraining Notification Act (WARN) in order to notify you that LM Services Corporation Doubletree by Hilton, St. Louis at Westport is downsizing its business located at 1973 Craigshire, Maryland Heights, MO 63146.

I regret to inform you that you will be laid off effective June 12, 2020. The layoff will be permanent. Your health insurance benefits will remain effective through June 30, 2020 so long as your employee portion of the benefits are paid in full. You will receive COBRA information at your home instructing you on how to continue your benefit elections. The Company does not provide bumping rights.

If you currently participate in the LM Services Retirement Plan and have questions regarding your 401k Plan,

DOUBLETREE BY HILTON ST. LOUIS – WESTPORT  
1973 Craigshire Road, Saint Louis, MO 63146 T (314) 434 0100 F (314) 434 5067  
[DoubleTree.com](http://DoubleTree.com)





**E M B A S S Y  
S U I T E S  
by Hilton™**

June 1, 2020

State of Missouri Workforce Development Division  
1108 Washington Square Shopping Center  
Washington, MO 63090

To whom it may concern:

LM Services Corporation, DBA Embassy Suites by Hilton St. Louis Airport, will be sending the enclosed WARN notice to approximately 33 employees.

If you have any further questions or concerns, please contact Human Resources at 314-548-2590.

Sincerely,

*Alice Ide*  
Human Resources Manager



June 1, 2020

State of Missouri Workforce Development Division  
1108 Washington Square Shopping Center  
Washington, MO 63090

To whom it may concern:

LM Services Corporation, DBA Homewood Suites by Hilton St. Louis Westport, will be sending the enclosed WARN notice to approximately 20 employees.

Homewood Suites by Hilton St. Louis Westport · 2434 Old Dorsett Road ·  
Maryland Heights, MO 63043



June 1, 2020

Due to the COVID-19 (Coronavirus) pandemic and its unforeseeable impact on our business, it has become necessary for the company to reduce its workforce. This letter is being issued in accordance with the Worker Adjustment and Retraining Notification Act (WARN) in order to notify you that LM Services Corporation (DBA Homewood Suites by Hilton St. Louis Westport) is downsizing its business located at 2434 Old Dorsett Road Maryland Heights, MO 63043.

I regret to inform you that you will be laid off effective June 12, 2020. The layoff will be permanent. Your health insurance benefits will remain effective through June 30, 2020 so long as your employee portion of the benefits are paid in full. You will receive COBRA information at your home instructing you on how to continue your benefit elections. The Company does not provide bumping rights.

If you currently participate in the LM Services Retirement Plan and have questions regarding your 401k Plan, please reach out



June 1, 2020

**State of Missouri Workforce Development Division  
1108 Washington Square Shopping Center  
Washington, MO 63090**

To Whom it may Concern:

LM Services Corporation, DBA Sheraton Westport Hotels, will be sending the enclosed WARN notice to approximately 190 employees.

**Sheraton®**

SHERATON WESTPORT HOTELS  
900 & 191 Westport Plaza Drive  
Saint Louis, MO 63146  
T 314 878 1500  
F 314 434 0140  
[sheratonwestport.com](http://sheratonwestport.com)



June 1, 2020

EMPLOYEE NAME

ADDRESS

ADDRESS

Dear EMPLOYEE:

Due to the COVID-19 (Coronavirus) pandemic and its unforeseeable impact on our business, it has become necessary for the company to reduce its workforce. This letter is being issued in accordance with the Worker Adjustment and Retraining Notification Act (WARN) in order to notify you that LM Services Corporation DBA Sheraton Westport Hotels is downsizing its business located at 191 & 900 Westport Plaza Dr, Maryland Heights, MO 63146.

I regret to inform you that you will be laid off effective June 12, 2020. The layoff will be permanent. Your health insurance benefits will remain effective through June 30, 2020 so long as your employee portion of the benefits are paid in full. You will receive COBRA information at your home instructing you on how to continue your benefit elections. The Company does not provide bumping rights.

If you currently participate in the LM Services Retirement Plan and have questions regarding your 401k Plan.

# Sheraton®

SHERATON WESTPORT HOTELS  
900 & 191 Westport Plaza Drive  
Saint Louis, MO 63146  
T 314 878 1500  
F 314 434 0140  
[sheratonwestport.com](http://sheratonwestport.com)



June 1, 2020

State of Missouri Workforce Development Division  
1108 Washington Square Shopping Center  
Washington, MO 63090

To whom it may concern:

LM Services Corporation, DBA The Cheshire, will be sending the enclosed WARN notice to approximately 23 employees.

If you have any further questions or concerns, please contact Human Resources at 314-548-2590.

Sincerely,

*Alice Ide*  
Human Resources Manager



June 1, 2020

Due to the COVID-19 (Coronavirus) pandemic and its unforeseeable impact on our business, it has become necessary for the company to reduce its workforce. This letter is being issued in accordance with the Worker Adjustment and Retraining Notification Act (WARN) in order to notify you that LM Services Corporation (DBA The Cheshire) is downsizing its business located at 6300 Clayton Road Saint Louis, MO 63117.

I regret to inform you that you will be laid off effective June 12, 2020. The layoff will be permanent. Your health insurance benefits will remain effective through June 30, 2020 so long as your employee portion of the benefits are paid in full. You will receive COBRA information at your home instructing you on how to continue your benefit elections. The Company does not provide bumping rights.

If you currently participate in the LM Services Retirement Plan and have questions regarding your 401k Plan,

S T . L O U I S

# UNION STATION HOTEL



June 1, 2020

State of Missouri Workforce Development Division  
1108 Washington Square Shopping Center  
Washington, MO 63090

To whom it may concern:

LM Services Corporation, DBA St. Louis Union Station Hotel, will be sending the enclosed WARN notice to approximately 300 employees.

**S T . L O U I S**

# **UNION STATION HOTEL**



June 1, 2020

EMPLOYEE NAME  
ADDRESS  
ADDRESS

Dear EMPLOYEE:

Due to the COVID-19 (Coronavirus) pandemic and its unforeseeable impact on our business, it has become necessary for the company to reduce its workforce. This letter is being issued in accordance with the Worker Adjustment and Retraining Notification Act (WARN) in order to notify you that LM Services Corporation, DBA St Louis Union Station Hotel, is downsizing its business located at 1820 Market Street St. Louis, MO 63103.

I regret to inform you that you will be laid off effective June 12, 2020. The layoff will be permanent. Your health insurance benefits will remain effective through June 30, 2020 so long as your employee portion of the benefits are paid in full. You will receive COBRA information at your home instructing you on how to continue your benefit elections. The Company does not provide bumping rights.

If you currently participate in the LM Services Retirement Plan and have questions regarding your 401k Plan,



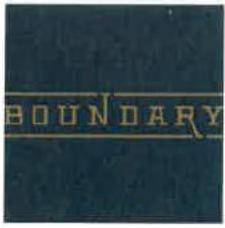
**E M B A S S Y**  
**S U I T E S**  
by Hilton™

June 1, 2020

Due to the COVID-19 (Coronavirus) pandemic and its unforeseeable impact on our business, it has become necessary for the company to reduce its workforce. This letter is being issued in accordance with the Worker Adjustment and Retraining Notification Act (WARN) in order to notify you that LM Services Corporation (DBA Embassy Suites by Hilton St. Louis Airport) is downsizing its business located at 11237 Lone Eagle Dr, Bridgeton, MO 63044.

I regret to inform you that you will be laid off effective June 12, 2020. The layoff will be permanent. Your health insurance benefits will remain effective through June 30, 2020 so long as your employee portion of the benefits are paid in full. You will receive COBRA information at your home instructing you on how to continue your benefit elections. The Company does not provide bumping rights.

If you currently participate in the LM Services Retirement Plan and have questions regarding your 401k Plan,



June 3, 2020

State of Missouri Workforce Development Division  
1108 Washington Square Shopping Center  
Washington, MO 63090

To Whom it may Concern:

LM Services Corporation, DBA Boundary/Basso will be sending the enclosed WARN notice to approximately 28 employees.



Doubletree Hotel & Conference Center  
St. Louis – Chesterfield

June 1, 2020

Missouri Workforce Development Office  
1108 Washington Square Shopping Center  
Washington, MO 63090

To whom it may concern:

LM Services Corporation, DBA Doubletree Hotel & Conference Center-Chesterfield, will be sending the enclosed WARN notice to approximately 80 employees.



June 1, 2020

CCOPY

EMPLOYEE NAME

ADDRESS

ADDRESS

Dear EMPLOYEE:

Due to the COVID-19 (Coronavirus) pandemic and its unforeseeable impact on our business, it has become necessary for the company to reduce its workforce. This letter is being issued in accordance with the Worker Adjustment and Retraining Notification Act (WARN) in order to notify you that LM Services Corporation-Doubletree Hotel & Conference Center Chesterfield is downsizing its business located at 16625 Swingley Ridge Road, Chesterfield, Missouri 63017.

I regret to inform you that you will be laid off effective June 12, 2020. The layoff will be permanent. Your health insurance benefits will remain effective through June 30, 2020 so long as your employee portion of the benefits are paid in full. You will receive COBRA information at your home instructing you on how to continue your benefit elections. The Company does not provide bumping rights.

If you currently participate in the LM Services Retirement Plan and have questions regarding your 401k Plan, please reach out to Rita Hubbs at Advanced Benefits Consulting (314-450-7388) or email Rita at [ritah@abc401k.com](mailto:ritah@abc401k.com). She will be able to address any of your concerns.

Thank you for your contributions to the Company. If you have any further questions about your layoff details,



June 2, 2020

State of Missouri Workforce Development Division  
1108 Washington Square Shopping Center  
Washington, MO 63090

To Whom it may Concern:

LM Services Corporation, DBA Hilton St. Louis Airport, will be sending the enclosed WARN notice to approximately 130 employees.

HILTON ST. LOUIS AIRPORT  
10330 Natural Bridge Road | St. Louis, MO 63134



AMERICAS • EUROPE • MIDDLE EAST • AFRICA • ASIA • AUSTRALASIA

DATE

EMPLOYEE NAME  
ADDRESS  
ADDRESS

Dear EMPLOYEE:

Due to the COVID-19 (Coronavirus) pandemic and its unforeseeable impact on our business, it has become necessary for the company to reduce its workforce. This letter is being issued in accordance with the Worker Adjustment and Retraining Notification Act (WARN) in order to notify you that LM Services Corporation (DBA Property Name) is downsizing its business located at (city, state, zip).

I regret to inform you that you will be laid off effective June 12, 2020. The layoff will be permanent. Your health insurance benefits will remain effective through June 30, 2020 so long as your employee portion of the benefits are paid in full. You will receive COBRA information at your home instructing you on how to continue your benefit elections. The Company does not provide bumping rights.

If you currently participate in the LM Services Retirement Plan and have questions regarding your 401k Plan, please reach out to

Thank you for your contributions to the Company. If you have any further questions about your layoff details, please contact [HRD name and contact information].

(Signature)  
Title

# Hospitality Audio Visual Services

June 3, 2020

State of Missouri Workforce Development Division  
1108 Washington Square Shopping Center  
Washington, MO 63090

To Whom it may Concern:

LM Services Corporation, DBA Hospitality Audio Visual will be sending the enclosed WARN notice to approximately 21 employees.

# Hospitality Audio Visual Services

June 1, 2020

EMPLOYEE NAME

ADDRESS

ADDRESS

Dear EMPLOYEE NAME:

Due to the COVID-19 (Coronavirus) pandemic and its unforeseeable impact on our business, it has become necessary for the company to reduce its workforce. This letter is being issued in accordance with the Worker Adjustment and Retraining Notification Act (WARN) in order to notify you that LM Services Corporation DBA Union Station Hotel is downsizing its business located at 1820 Market St, St. Louis, MO 63103.

I regret to inform you that you will be laid off effective June 12, 2020. The layoff will be permanent. Your health insurance benefits will remain effective through June 30, 2020 so long as your employee portion of the benefits are paid in full. You will receive COBRA information at your home instructing you on how to continue your benefit elections. The Company does not provide bumping rights.

If you currently participate in the LM Services Retirement Plan and have questions regarding your 401k Plan, please reach out to



August 28, 2020

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
[ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

Mayor Quinton Lucas  
City Hall, 29<sup>th</sup> Floor  
414 E 12<sup>th</sup> Street  
Kansas City, MO 64106  
[MayorQ@kcmo.org](mailto:MayorQ@kcmo.org)

Dear WARN Act Coordinator & Mayor:

This letter is to notify you that the Westin Crown Plaza Hotel Company will implement job eliminations at its Crown Center locations starting on October 30, 2020, which will result in employment terminations.

For each site at the location, the table below lists the name, address, and number of affected employees.

LOCATION	ADDRESS	TOTAL # OF EMPLOYMENT TERMINATIONS
Sheraton Kansas City Hotel at Crown Center	2345 McGee Street Kansas City, MO 64108	124
The Westin Kansas City at Crown Center <sup>1</sup>	1 East Pershing Road Kansas City, MO 64108	91

Since the coronavirus/COVID-19 crisis began, the hospitality industry has faced many unprecedented challenges that could not have been foreseen. The crisis's impact on the industry has been historic, swift and devastating. A careful review of business forecasts shows that challenging business conditions, including historically low hotel occupancy and mounting event cancellations, will extend into 2021. Based on these forecasts, it has been determined that job eliminations are required.

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<sup>1</sup> For purposes of this notice, references to The Westin Kansas City at Crown Center include all employees who perform services at The Shops.

The employment terminations with Westin Crown Plaza Hotel Company are expected to be permanent, with an effective date of October 2, 2020.

I have enclosed a list of the job titles of all affected employees and the number of employees in each job title. Affected employees do not have bumping rights (that is, the right to claim another job from another employee at the location), and no union represents affected employees. Each affected employee has been notified of the job elimination.

This notice is given pursuant to the Worker Adjustment and Retraining Notification (“WARN”) Act, 29 U.S.C. § 2101, *et seq.*, and any comparable state law, to the extent that such laws apply.



June 4, 2020

WARN Coordinator Missouri Department of Higher Education  
& Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
[ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

Mayor Quinton Lucas  
City Hall, 29<sup>th</sup> Floor  
414 E 12<sup>th</sup> Street  
Kansas City, MO 64106  
[MayorQ@kcmo.org](mailto:MayorQ@kcmo.org)

Re:      WARN Notice

Dear WARN Act Coordinator and Mayor:

This letter is to notify you that Westin Crown Plaza Hotel Co., has instituted temporary furloughs, temporary layoffs, and/or temporary reductions in hours (collectively, "temporary actions") at the Westin Kansas City at Crown Center and the Sheraton Kansas City Hotel at Crown Center. The table below lists, for each location, the location name, address, total number of employees and number of affected employees. I have also enclosed a list, for each location, of the job titles of all affected employees and the number of employees in each job title.

LOCATION	ADDRESS	TOTAL # OF EMPLOYEES	TOTAL # OF AFFECTED EMPLOYEES
Sheraton Kansas City Hotel at Crown Center	2345 McGee Street Kansas City, MO 64108	200	187
The Westin Kansas City at Crown Center	1 East Pershing Road Kansas City, MO 64108	262	248

These temporary actions began at the location on March 21, 2020, and were expected to last less than six months. The temporary actions were necessary due to the sudden and unprecedented economic

effects of coronavirus/COVID-19 crisis (“COVID-19”), a natural disaster, including the World Health Organization’s pandemic declaration, the President’s declaration of a national emergency, the state and local shelter-in-place orders, and other related governmental announcements and actions, and their impact on business operations. Based on public health guidance and business forecasts available at the time, it was initially expected that these temporary actions would last significantly less than six months and that the location would return to normal business levels.

These government COVID-19 directives, however, have repeatedly been expanded and extended and have forced people to remain in place, restricting business, large gatherings, and travel in general. These expanded and extended government directives have caused a sudden, severe and worsening downturn in the hospitality industry that now makes it reasonably foreseeable that these temporary actions may extend beyond six months.

This notice is provided at the earliest possible time based on the information available. If business conditions change, which will impact these temporary actions, employees will be promptly notified of any change.

Enclosed is a list of the job titles of all affected employees and the number of employees in each job title. Affected employees do not have bumping rights (that is, the right to claim another job at the company), and no union represents affected employees. Each affected employee has been notified of the specific temporary action applicable to them.

This notice is given pursuant to the Worker Adjustment and Retraining Notification (“WARN”) Act, 29 U.S.C. § 2101, *et seq.*, and any comparable state law, to the extent that such laws apply.

<b>Sheraton Crown Center Job Title</b>	<b># of Employees Affected</b>
Admin Assistant	1
AsstMgr-Restaurant (NE)	1
Attd-Gourmet Coffee-Barista	3
Attendant-Bellstand	1
Attendant-Bus	3
Attendant-Club Level	6
Attendant-Dining Room	3
Attendant-Door	1
Attendant-Laundry	1
Attendant-Room Service	2
Bartender	7
Captain-Banquet	1
Captain-Bellstand	1
Clerk-Accounting	1
Clerk-Night Audit	1
Controller-Rooms	2
Cook	3
Cook I-Gardemanger	1
Cook II	4
Cook II-Pastry	1
Cook-Apprentice	1
Cook-Pastry	1
Coord-Human Resources	1
Driver	5
Executive Chef	1
Guest Experience Expert	1
Guest Service Representative	2
Host/Hostess	2
Housekeeper	7
Housekeeper-Public Area	4
Housekeeping Aide	4
Housekeeping Aide-Banquets	2
Housekeeping Aide-Lead	1
Lobby Ambassador	1
Mgr-Banquets	2
Mgr-Front Desk (NE)	3
Mgr-Front Office	1
Mgr-Housekeeping (NE)	1
Mgr-Restaurant	1
Officer-Loss Prevention	5
Purchaser	2
Seamstress	1
Server	6
Server-Banquets	40
Server-Banquets II	2
Sous Chef	3
Specialist-Events	1
Steward	10
Steward-Chief	1
Supervisor-Dishwashing/Utility	3
Supervisor-Event Services	2

Supervisor-Front Desk	2
Supervisor-Housekeeping	2
Supervisor-Kitchen	6
Supervisor-Telephone Ops	4
Telephone Operator	10
Voyage-Food & Beverage Ops (NE)	2
TOTAL COUNT	187

<b>Westin Crown Center Job Title</b>	<b># of employees affected</b>
Accountant-General	4
Admin Assistant	2
Administrative Asst-Sales	1
Administrator-Payroll	1
Assistant-Human Resources	1
AsstDir-Services	1
AsstMgr-Restaurant (NE)	2
Attd-Gourmet Coffee-Barista	4
Attendant-Bellstand	5
Attendant-Bus	2
Attendant-Club Level	3
Attendant-Dining Room	1
Attendant-Door	1
Attendant-Laundry	1
Attendant-Room Service	4
Attendant-Spa	2
Bartender	9
Catering Sales Executive (NE)	2
Chef-Specialty Restaurant	1
Clerk-Night Audit	3
Clerk-Storeroom	1
Concierge	1
Controller-Rooms	2
Cook	4
Cook I-Gardemanger	2
Cook II	8
Cook II-Pastry	2
Cook-Apprentice	1
Coord-Conventions	1
Coord-Group Accounts	5
Coordinator-Revenue	1
Destination Sales Executive	3
Dir-Event Planning	2
Dir-Event Services	3
Dir-Finance & Accountg (Multi)	1
Dir-Food & Beverage	1
Dir-Group Sales	1
Dir-Group Strategy	1
Dir-Human Resource Operations	1
Dir-Loss Prevention	1
Dir-Restaurants	1
Dir-Revenue Management	1
Dir-Room Operations	1
Dir-Sales & Marketing	1
Dir-Services	1
Driver	1
Executive Assistant	1
Executive Chef	1
Executive Sous Chef	1
General Manager	1
Guest Service Representative	3

Host/Hostess	5
Hotel Manager	1
Housekeeper	8
Housekeeper-Public Area	1
Housekeeping Aide	2
Housekeeping Aide-Banquets	4
MarketDir-Human Resources	1
Mgr-Banquets	2
Mgr-Events	5
Mgr-Front Desk (NE)	2
Mgr-Front Office	1
Mgr-Function Space	1
Mgr-Human Resources	2
Mgr-Purchasing	1
Mgr-Reservation Sales	1
Mgr-Restaurant	1
Officer-Loss Prevention	17
Seamstress	1
Server	13
Server-Banquets	38
Server-Banquets II	1
Sous Chef-Senior	1
Specialist-Events	1
Sr Catering Sales Exec (NE)	1
Sr Sales Executive (NE)	3
SrAsstDir-Finance & Acct	2
SrMgr-Events	2
SrMgr-Revenue Management	1
Staff Accountant	1
Steward	4
Steward-Utility	1
Supervisor-Dishwashing/Utility	1
Supervisor-Event Services	2
Supervisor-Food & Beverage	2
Supervisor-Front Desk	2
Supervisor-Housekeeping	3
Supervisor-Kitchen	4
Supervisor-Purchasing	1
Supervisor-Recreation	1
Trainee-Rooms	1
Voyage-Rooms Ops (NE)	1
Total Affected	248



## THE RITZ-CARLTON

ST. LOUIS

June 5, 2020

Dr. Sam Page  
County Executive, St. Louis County  
41 South Central Avenue, 9<sup>th</sup> Floor  
Clayton, MO 63105  
[spage@stlouisco.com](mailto:spage@stlouisco.com)

Lyda Krewson  
Mayor, City of St. Louis  
1200 Market  
City Hall, Room 200  
St. Louis, MO 63103  
[krewsonl@stlouis-mo.gov](mailto:krewsonl@stlouis-mo.gov)

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
[ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

Re:      WARN Notice

Dear Dr. Page, Mayor Krewson and WARN Act Coordinator:

This letter is to notify you that The Ritz-Carlton Hotel Co. LLC, doing business as The Ritz-Carlton, St. Louis (the "location"), located at 100 Carondelet Plaza, St. Louis, MO, 63105, has instituted temporary furloughs, temporary layoffs, and/or temporary reductions in hours (collectively, "temporary actions") for 307 of the location's 325 employees.

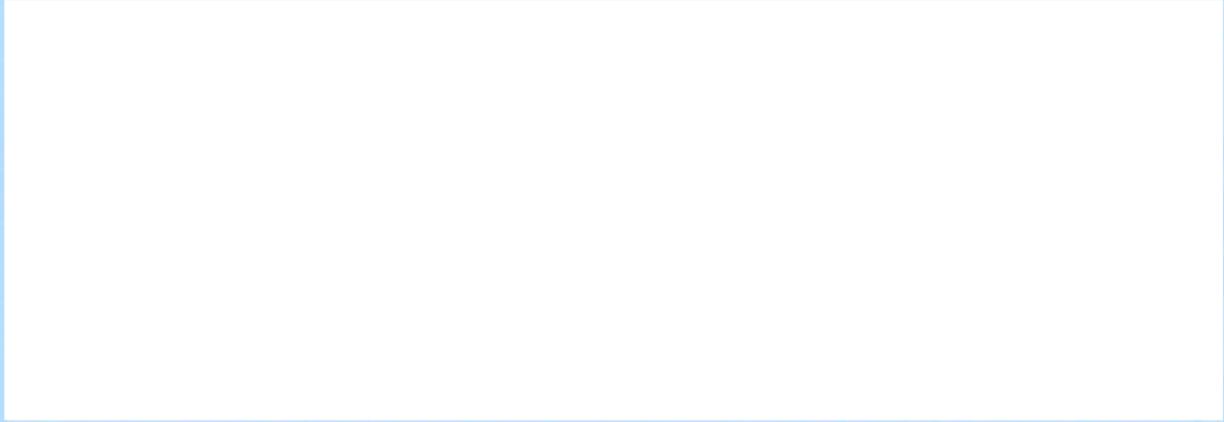
These temporary actions began at the location on March 21, 2020, and were expected to last less than six months. The temporary actions were necessary due to the sudden and unprecedented economic effects of coronavirus/COVID-19 crisis ("COVID-19"), a natural disaster, including the World Health Organization's pandemic declaration, the President's declaration of a national emergency, the state and local shelter-in-place orders, and other related governmental announcements and actions, and their impact on business operations. Based on public health guidance and business forecasts available at the time, it was initially expected that these temporary actions would last significantly less than six months and that the location would return to normal business levels.

These government COVID-19 directives, however, have repeatedly been expanded and extended and have forced people to remain in place, restricting business, large gatherings, and travel in general. These expanded and extended government directives have caused a sudden, severe and worsening downturn in the hospitality industry that now makes it reasonably foreseeable that these temporary actions may extend beyond six months.

This notice is provided at the earliest possible time based on the information available. If business conditions change, which will impact these temporary actions, employees will be promptly notified of any change.

Enclosed is a list of the job titles of all affected employees and the number of employees in each job title. Affected employees do not have bumping rights (that is, the right to claim another job at the company), and no union represents affected employees. Each affected employee has been notified of the specific temporary action applicable to them.

This notice is given pursuant to the Worker Adjustment and Retraining Notification ("WARN") Act, 29 U.S.C. § 2101, *et seq.*, and any comparable state law, to the extent that such laws apply.



<b>Job Titles The Ritz-Carlton, St. Louis</b>	<b># of Affected Employees</b>
ADMIN ASSISTANT	1
ADMIN ASSISTANT-ENGINEERING	1
ADMIN ASST - CULINARY	1
ADMIN ASST 2 - SALES/MARKETIN	1
ADMINISTRATIVE ASSISTANT GM	1
AGENT - PBX/RES 10-HOURS	6
ATTENDANT-HOUSEKEEPING	18
ATTENDANT-LAUNDRY	4
ATTENDANT-STORE ROOM	2
ATTENDANT-TURNDOWN	6
ATTENDANT-VALET/LAUNDRY	3
ATTND - FITNESS	2
BANQUET CAPTAIN	5
BANQUET COOK 1	3
BANQUET HOUSEMAN SUPERVISOR	2
BANQUET HOUSEPERSON	6
BANQUET SERVER	47
BARTENDER - BANQUETS BAR	7
BELL PERSON	3
BELLPERSON - NIGHT	3
BELLSTAND/DOOR ATTENDANT LEAD	1
BUTCHER	1
CAPTAIN - IN-ROOM DINING	1
CHEF-PASTRY	1
CHEF-SPECIALTY	1
CONCIERGE - LOBBY	2
CONCIERGE, CLUB LEVEL	3
CONCIERGE-BANQUETS CONFERENCE	1
COOK 1 - MAIN KITCHEN	6
COOK 2 - MAIN KITCHEN	6
COOK II-PASTRY	2
COOK I-PASTRY	1
COOK SPECIALTY	4
COORD - GROUPS	1
COORD-GUEST RECOGNITION	2
DIR - PURCHASING	1
DIR OF ENGINEERING	1
DIR OF FINANCE & ACCOUNTING	1
DIR-CATERING SALES	1
DIR-EVENT OPERATIONS	1
DIR-GUEST SERVICES	1
DIR-HUMAN RESOURCES	1
DIR-MTG&SPECEVENTPLANNING	1
DIR-RESTAURANTS	1
DIR-REVENUE MANAGEMENT	1
DIR-SALES & MARKETING	1

<b>Job Titles The Ritz-Carlton, St. Louis</b>	<b># of Affected Employees</b>
DIR-SERVICES	1
DOORPERSON	3
EAM-CULINARY/F&B	1
EAM-ROOMS	1
EMPLOYEE DINING ROOM ATTENDAN	2
EMPLOYMENT SPECIALIST	1
ENGINEER - 10 HOURS	5
ENGINEER II U	1
ENGINEER III	1
ENGINEER ROOM RENOVATOR	1
ENGINEER-CARE TEAM U	1
EXEC RESV SERVICES COORDINATO	1
EXECUTIVE SOUS CHEF	1
EXECUTIVE STEWARD	1
FINE DINING 1 SERVER	4
FINE DINING BUFFET ATTENDANT	1
FINE DINING HOST/HOSTESS	1
FINE DINING SERVER ATTENDANT	1
FOOD RUNNER	1
FRONT OFFICE RECEPTION	4
GENERAL MANAGER	1
GENERAL MANAGER-RESTAURANT	1
HONOR BAR ATTENDANT	4
HOUSEKEEPING AIDE	7
HOUSEKEEPING SUPERVISOR	1
INSPECTOR-ROOMS	1
LIMO DRIVER/CHAUFFUER	3
LOBBY AMBASSADOR	3
LOUNGE LOBBY BAR BAR PORTER	2
LOUNGE LOBBY BAR BARTENDER	5
MANAGER - MEETINGS & SPECIAL	3
MANAGER ON DUTY NE	1
MARKET RESEARCH ANALYST	1
MASSAGE THERAPIST	5
MGR-FRONT OFFICE	1
MGR-HOUSEKEEPING	1
MGR-SALES I NE	1
MGR-SALES II NE	1
OFFICER-LOSS PREVENTION	3
ORDER TAKER,ROOM SERVICE-NIGH	1
PARKER-VALET	12
RECEPTIONIST - SALES	1
RUNNER-LINEN	1
SALES COORDINATOR	1
SALON ESTHETICIAN	2
SERVER-AM-INROOM DINING	4

<b>Job Titles The Ritz-Carlton, St. Louis</b>	<b># of Affected Employees</b>
SERVER-LOBBY LOUNGE	6
SERVER-ROOM SERVICE-PM	1
SPECIALIST-CREDIT EVALUATION	1
SR ASST DIR-FINANCE & ACCTG	1
SR MGR - MEETINGS & SPECIAL	1
SR SALES EXEC NE	1
SRMGR-CATERING SALES NE	2
SRMGR-SALES NE	2
STAFF ACCOUNTANT II	4
STEWARD	8
STEWARD SUPERVISOR	1
SUPERVISOR - FINE DINING 1	1
SUPERVISOR-ENGINEERING	1
SUPERVISOR-ROOMS	3
SUPV - COOKS	1
SUPV - STORE ROOM	1
TRAINEE-FOOD & BEV	2
UTILITY STEWARD	1
WASH ATTENDANT	3
<b>Grand Total</b>	<b>307</b>



June 4, 2020

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087 Jefferson City, MO 65102  
[ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

Mayor Lyda Krewson  
City Hall Room 200  
1200 Market Street  
St. Louis, MO 63103

Re:     WARN Notice

Dear WARN Act Coordinator and Mayor:

This letter is to notify you that Marriott International, Inc., doing business as Marriott St. Louis Grand (the “location”), located at 800 Washington Ave. St. Louis MO 63101, has instituted temporary furloughs, temporary layoffs, and/or temporary reductions in hours (collectively, “temporary actions”) for 384 of the location’s 384 employees.

These temporary actions began at the location on March 21, 2020, and were expected to last less than six months. The temporary actions were necessary due to the sudden and unprecedented economic effects of coronavirus/COVID-19 crisis (“COVID-19”), a natural disaster, including the World Health Organization’s pandemic declaration, the President’s declaration of a national emergency, the state and local shelter-in-place orders, and other related governmental announcements and actions, and their impact on business operations. Based on public health guidance and business forecasts available at the time, it was initially expected that these temporary actions would last significantly less than six months and that the location would return to normal business levels.

These government COVID-19 directives, however, have repeatedly been expanded and extended and have forced people to remain in place, restricting business, large gatherings, and travel in general. These expanded and extended government directives have caused a sudden, severe and worsening downturn in the hospitality industry that now makes it reasonably foreseeable that these temporary actions may extend beyond six months.

This notice is provided at the earliest possible time based on the information available. If business conditions change, which will impact these temporary actions, employees will be promptly notified of any change.

MARRIOTT ST. LOUIS GRAND  
800 WASHINGTON AVE  
ST. LOUIS, MISSOURI 63101 USA  
T: 314.621.9600  
MARRIOTTHOTELS.COM

Operated under license from Marriott International, Inc. or one of its affiliates.



Approximately 264 of the affected employees are represented by the Unite Here Local #74. Below I have provided contact information for the chief elected union officer.

Kevin McNatt  
President  
Unite Here Local #74  
12105 Bridgeton Sq. Dr. STE 101  
Bridgeton MO 63044  
[kmcnatt@unitehere.org](mailto:kmcnatt@unitehere.org)

Enclosed is a list of the job titles of all affected employees and the number of employees in each job title. We do not believe that these temporary actions implicate any bumping rights (that is, the right to claim another job at the company) for union-represented associates. Each union representative has been notified of the temporary actions applicable to their members. Non-union employees do not have bumping rights. Each affected non-union employee has been notified of the specific temporary action applicable to them.

This notice is given pursuant to the Worker Adjustment and Retraining Notification ("WARN") Act, 29 U.S.C. § 2101, *et seq.*, and any comparable state law, to the extent that such laws apply.

MARRIOTT ST. LOUIS GRAND  
800 WASHINGTON AVE  
ST. LOUIS, MISSOURI 63101 USA  
T: 314.621.9600  
[MARRIOTTHOTELS.COM](http://MARRIOTTHOTELS.COM)

Operates under license from Marriott International, Inc. or one of its affiliates.

Marriott St. Louis Grand

Job Title	# of Employees
ACCOUNTANT-GENERAL	3
ADMIN ASSISTANT-ROOMS	1
ADMIN ASSISTANT-SALES	2
ADMINISTRATIVE ASSISTANT	2
ASST CHIEF ENGINEER NE	1
ASST DIR-FINANCE & ACCOUNTIN	1
ASSTMGR-EVENT SERVICES NE	1
ASSTMGR-OPS F&B NEHTLOPS	2
ASSTMGR-OPS ROOMS NEHTLOP	3
ATTENDANT-DELI	6
ATTENDANT-DOOR	3
ATTENDANT-GOURMET COFFEE	7
BANQUET SERVER	93
CAFETERIA ATTENDANT	4
CATERING SALES EXECUTIVE NE	1
CATERING SERVICE ATTENDANT	7
CHIEF ENGINEER	1
CLERK-FRONT DESK	9
CLERK-GENERAL STOREROOM	1
CLERK-PURCHASING	1
CONCIERGE	5
COOK	15
COORD-HOUSEKEEPING	3
DESTINATION SALES EXECUTIVE	1
DIRECTOR ENGINEERING	1
DIR-FINANCE & ACCOUNTING	1
DIR-FOOD & BEVERAGE	1
DIR-GROUP SALES	1
DIR-HR OPERATIONS	1
DIR-HUMAN RESOURCES	1
DIR-LOSS PREVENTION	1
DIR-REVENUE MANAGEMENT	1
DIR-SALES & MARKETING	1
DIR-SERVICES	1
DISHWASHER/UTILITY	23
DRIVER'S HELPER	2
ENGINEER II U	7
ENGINEER U	3
ENGINEER-BUILDING III U	3
ENGINEERING ASSISTANT	1
EXECUTIVE ASSISTANT	1
EXECUTIVE SOUS CHEF	1

FRONT DESK MANAGER NE	2
GENERAL MANAGER	1
GENERALIST-HUMAN RESOURCES	1
GROUP HOUSING SUPERVISOR	1
GROUPS COORDINATOR	2
GUEST SERVICES MANAGER NE	1
HOST/HOSTESS	3
HOUSEKEEPING AIDE	17
HOUSEKEEPING ATTENDANT	40
LAUNDRY ATTENDANT	13
LEAD COOK	11
LEAD GOURMET COFFEE ATTD	2
LEAD GUEST SVCS ASSOCIATE	1
LOSS PREVENTION OFFICER	10
LOSS PREVENTION SUPERVISOR	2
MAINT-ROOMS-PREVENTATIVE	3
MGR-BANQUETS	3
MGR-EVENTS	2
MGR-FRONT OFFICE	1
MGR-FUNCTION SPACE	1
MGR-HOUSEKEEPING NE	2
MGR-PERFORMANCE DEVELOPMENT	1
MGR-PURCHASING NE	2
MGR-RESTAURANTS	2
PASTRY COOK	2
RESIDENT MANAGER	1
ROOMS CONTROLLER	2
SALES COORD SUPV	1
SENIOR BANQUET CHEF	1
SHAMPOOER	1
SPECIALIST-EVENTS	1
SR ASST DIR-FINANCE & ACCT	1
SR CATERING SALES EXEC NE	1
SR EVENT MANAGER	3
SR SALES EXECUTIVE NE	3
SRMGR-ASSOC HEALTH NURSE	1
SRMGR-GROUP STRATEGY	1
STATION ATTENDANT	2
STEWARD NE	2
TELEPHONE OPERATOR	6
UNIFORM ATTENDANT	1
VOYAGE-EVENT SVS NE	2
VOYAGE-FINANCE & ACCT NE	1
VOYAGE-FOOD&BEVERAGE OPS NE	1

VOYAGE-ROOMS OPS NE	2
<b>Total</b>	<b>384</b>



**HYATT**  
REGENCY®

TO: Lisa Marshall  
Rapid Response Coordinator  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Mayor Lyda Krewson  
City of St. Louis  
1200 Market  
City Hall, Room 200  
St. Louis, MO 63103

FROM: Randy Thompson, General Manager

DATE: June 8, 2020

VIA: Electronic Mail and U.S. Mail

SUBJECT: WARN Act Notice

I am writing on behalf of Hyatt Corporation ("Hyatt") with respect to the Hyatt Regency St. Louis at the Arch (the "Hotel"), at 315 Chestnut Street, St. Louis, MO 63102.

The COVID-19 pandemic initially prompted numerous restrictions on travel and group meetings that resulted in a drop in our business. As a business that caters to global travelers and hosts large events around the world, this pandemic impacts us immensely. Due to this crisis, employees at the Hotel have been impacted by temporary furloughs, beginning on March 24, 2020.

We were hopeful that the restrictions and associated loss in revenue would be temporary. Since that time, it has recently become apparent that there will be longer-term revenue impacts as a result of the continued spread of the virus, extensions of various government-mandated "shelter-in-place" and "mass gathering" orders, cancellation of conferences and events, and significant decline in travel, all of which have resulted in the sudden and unexpected effective shutdown of much of our business.

While there are encouraging signs that our economy can begin to reopen in some areas, it has now become clear that the demand for travel, events, and hospitality services will take substantially longer to resume than previously anticipated. With likely on-going social distancing until a reliable COVID-19 vaccine or treatment becomes available, we cannot predict when our way of doing business will return to "normal."

With such a significant reduction in our business in a rapidly evolving situation, we have to make painful choices that would have seemed unthinkable just a short time ago. The reality is we need to take further action to support the long-term operation of the company in a completely new operating environment.

We initially anticipated that employee furloughs at the Hotel would be temporary. Due to the sudden, dramatic, and unforeseeable additional impact of this pandemic on our business that is outside of our control, unfortunately, we must now engage in a total of 51 employee separations that are expected to be permanent, 149 conversions of furloughs to temporary layoffs without employment benefits, and 45 extensions of employee furloughs with employment benefits. This is a partial closure; not all employees at the Hotel will be impacted. The employment actions described above became effective June 1, 2020. The affected employees at the Hotel are not represented by any union and do not have any bumping rights.

June 9, 2020

**Via Email; U.S. Mail**

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
ETT.DWD@dhewd.mo.gov

Mayor Dan Borgmeyer  
c/o City of St. Charles  
200 N. Second Street  
Saint Charles, MO 63301

**RE: Leonard's Metal, Inc.– Notice of Furlough Pursuant to the Federal WARN Act**

To Whom This May Concern:

This notice is being provided pursuant to the Federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 *et seq.* (“WARN Act”), to inform you that Leonard’s Metal, Inc., as a result of the COVID-19 pandemic and a significant, unforeseeable, and rapid downturn in the U.S. economy and related consequences, must institute a furlough effective Monday, June 22, 2020 through Friday, July 24, 2020, at its facility located at 3030 N. Highway 94, Saint Charles, MO 63301-0244. LMI’s facility will not be completely shut down. The furlough will affect 60 employees. A minimal number of employees will remain working at the facility between June 22, 2020 and July 24, 2020 to ensure that essential operations can continue. The need for the furlough was not reasonably foreseeable and LMI is providing notice with as much advanced notice as has proved practicable. The furlough is expected to be temporary. However, because the WARN Act requires employers to look backward and forward to determine whether WARN obligations arise and notice must be given, we are providing you this notice pursuant to 20 C.F.R. § 639.7(e) in the event LMI is later required to provide notice under the WARN Act.

The employees being furloughed are:

Maintenance Mechanic 2 Mastery  
Maintenance Mechanic 2 Core  
Raw Material Handler 2 Core (On Leave)  
Forming Fabricator 3 Advanced (On Leave)  
Engineer  
Maintenance Mechanic Lead  
Machinist Lead  
Heat Treat Operator 4 Mastery  
Master Scheduler

73845898.1

73845898.2

Engineer-Quality  
Forming Fabricator 4 Mastery  
Forming Fabricator 2 Advanced  
Machinist 3 Mastery  
Planner  
Machinist 1 Mastery  
Heat Treat Operator 4 Mastery  
Forming Fabricator 2 Core (On Leave)  
Manager-Manufacturing Support  
Forming Fabricator 4 Mastery  
Manager-Quality  
Technician-Laboratory  
Quality Inspector 4 Mastery  
CMM Operator 1 Core  
Raw Material Handler 3 Advanced (On Leave)  
Purchasing Agent  
Forming Fabricator (On Leave)  
CNC Programmer  
Raw Material Handler 3 Mastery  
Machinist 3 Mastery  
Quality Inspector 4 Mastery  
Forming Fabricator 3 Mastery (On Leave)  
Raw Material Handler 2 Mastery  
CMM Operator 3 Mastery  
Heat Treat Operator 4 Core  
Heat Treat Operator Lead  
Machinist 3 Core  
Lead Engineer  
Forming Fabricator 4 Mastery  
Customer Support Representative  
Forming Fabricator 4 Mastery  
Forming Fabricator 4 Mastery  
Raw Material Handler 3 Mastery  
Forming Fabricator Lead  
Maintenance Mechanic 2 Advanced  
Customer Support Representative  
Machinist 3 Mastery  
Heat Treat Operator (On Leave)  
Forming Fabricator Lead (On Leave)  
Forming Fabricator 4 Mastery  
Production Supervisor  
Production Supervisor  
Document Control Clerk  
Machinist Lead

Forming Fabricator 4 Mastery

CMM Operator 3 Mastery

Forming Fabricator 4 Mastery

Quality Inspector 4 Mastery

There are no bumping rights and the employees are not represented.



06/12/2020

**BY U.S.P.S. FIRST CLASS MAIL & E-MAIL (lisa\_marshall@dhewd.mo.gov)**

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Re: WARN Act Notice of Layoff at STL Gaming Ventures, LLC dba Hollywood Casino St. Louis, 777 Casino Center Drive, Maryland Heights, MO 63043

Dear Ms. Marshall:

We regret to inform you that STL Gaming Ventures, LLC dba Hollywood Casino St. Louis (the "Company") will be conducting a reduction in force at its location at 777 Casino Center Drive, Maryland Heights, MO 63043. 455 will be laid off beginning on August 15, 2020, or the 14-day period commencing on that date. This layoff will be permanent, but the facility will remain open. Any bumping rights for affected union-represented employees would be governed by the applicable Collective Bargaining Agreement. There are no bumping rights for non-union employees (that is, the right to avoid termination by displacing another employee).

These layoffs at the Company are the unfortunate result of COVID-19 related business circumstances that were sudden, dramatic and beyond our control. The impact on our business was not reasonably foreseeable until now. We simply could not foresee, that the initial closures of our properties, that were issued by one or two states for a limited period of time, ultimately spread throughout all the states in which we operate and eventually be extended, interrupting almost all business and travel temporarily. These significant drags on our business will likely continue for the foreseeable future. Finally, we could not have anticipated when our properties would be allowed to reopen and how restrictive the new operating conditions would be, and the negative impact this would have on business volumes. As a result of all of these unfortunate circumstances, we are notifying you of this decision as soon as we practically could, taking into account the great difficulties our entire industry faces in projecting future staffing needs under these unprecedented circumstances.

As permitted by 20 C.F.R. § 639.7(f), the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for implementing these job actions (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any.

The information contained in this letter is based on the best information available to the Company at this time. If you have any questions or require further information, please contact:

If there is any change in this information, we will update you as soon as practicable.

THE BEST CITY IN ST. LOUIS



07/09/2020

BY U.S.P.S. FIRST CLASS MAIL & E-MAIL [REDACTED]

[REDACTED]  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Re: WARN Act Notice of Layoff at PNK River City dba River City Casino & Hotel, 777 River City Casino Boulevard, St. Louis, MO 63125

Dear [REDACTED]

We previously informed you on June 12, 2020 that PNK River City dba River City Casino & Hotel (the "Company") will be conducting a reduction in force at its location at 777 River City Casino Boulevard, St. Louis, MO 63125. 329 will be laid off beginning on August 15, 2020, or the 14-day period commencing on that date. We are now sending notification that an additional 151 employees will be laid off, for a total of 480 impacted individuals. This layoff will be permanent, but the facility will remain open. Any bumping rights for affected union-represented employees would be governed by the applicable Collective Bargaining Agreement. There are no bumping rights for non-union employees (that is, the right to avoid termination by displacing another employee).

These layoffs at the Company are the unfortunate result of COVID-19 related business circumstances that were sudden, dramatic and beyond our control. The impact on our business was not reasonably foreseeable until now. We simply could not foresee, that the initial closures of our properties, that were issued by one or two states for a limited period of time, ultimately spread throughout all the states in which we operate and eventually be extended, interrupting almost all business and travel temporarily. These significant drags on our business will likely continue for the foreseeable future. Finally, we could not have anticipated when our properties would be allowed to reopen and how restrictive the new operating conditions would be, and the negative impact this would have on business volumes. As a result of all of these unfortunate circumstances, we are notifying you of this decision as soon as we practically could, taking into account the great difficulties our entire industry faces in projecting future staffing needs under these unprecedented circumstances.

As permitted by 20 C.F.R. § 639.7(f), the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for implementing these job actions (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any.

The information contained in this letter is based on the best information available to the Company at this time. If you have any questions or require further information, please contact:

[REDACTED]  
[REDACTED]  
777 River City Casino Boulevard  
St. Louis, MO 63125

If there is any change in this information, we will update you as soon as practicable.

Very truly yours,

[REDACTED]

[REDACTED]  
Vice President & General Manager

THE BEST CITY IN ST. LOUIS

**RIVERCITY**  
CASINO & HOTEL

06/12/2020

BY U.S.P.S. FIRST CLASS MAIL & E-MAIL [REDACTED]

[REDACTED]  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Re: WARN Act Notice of Layoff at PNK River City dba River City Casino & Hotel, 777 River City Casino Boulevard, St. Louis, MO 63125

Dear [REDACTED]

We regret to inform you that PNK River City dba River City Casino & Hotel (the "Company") will be conducting a reduction in force at its location at 777 River City Casino Boulevard, St. Louis, MO 63125. 329 will be laid off beginning on August 15, 2020, or the 14-day period commencing on that date. This layoff will be permanent, but the facility will remain open. Any bumping rights for affected union-represented employees would be governed by the applicable Collective Bargaining Agreement. There are no bumping rights for non-union employees (that is, the right to avoid termination by displacing another employee).

These layoffs at the Company are the unfortunate result of COVID-19 related business circumstances that were sudden, dramatic and beyond our control. The impact on our business was not reasonably foreseeable until now. We simply could not foresee, that the initial closures of our properties, that were issued by one or two states for a limited period of time, ultimately spread throughout all the states in which we operate and eventually be extended, interrupting almost all business and travel temporarily. These significant drags on our business will likely continue for the foreseeable future. Finally, we could not have anticipated when our properties would be allowed to reopen and how restrictive the new operating conditions would be, and the negative impact this would have on business volumes. As a result of all of these unfortunate circumstances, we are notifying you of this decision as soon as we practically could, taking into account the great difficulties our entire industry faces in projecting future staffing needs under these unprecedented circumstances.

As permitted by 20 C.F.R. § 639.7(f), the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for implementing these job actions (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any.

The information contained in this letter is based on the best information available to the Company at this time. If you have any questions or require further information, please contact:

If there is any change in this information, we will update you as soon as practicable.



October 30<sup>th</sup>, 2020

WARN Coordinator  
Missouri Department of Higher Education and Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
[ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

Mayor Quinton Lucas  
City Hall, 29<sup>th</sup> Floor  
414 E. 12<sup>th</sup> Street  
Kansas City, MO 64106  
[MayorQ@kcmo.org](mailto:MayorQ@kcmo.org)

**Re: WARN Notice**

Dear WARN Act Coordinator and Mayor Lucas:

I am writing on behalf of the Kansas City Downtown Hotel Group, LLC (the "Company") the owner of the Kansas City Marriott Downtown located at 200 W. 12<sup>th</sup> Street, Kansas City, MO (the "Location"). Since the coronavirus/COVID-19 crisis began, the hospitality industry has faced many unprecedented challenges that could not have been foreseen and the duration of which could not have been expected. This crisis's impact on the industry has been historic, swift, devastating and ongoing. A careful review of business forecasts shows that challenging business conditions, including historically low hotel occupancy, reduction in convention business and mounting event cancellations, will now extend into 2021. Based on these forecasts, it has been determined that employee furloughs and layoffs that were implemented earlier in the year and were expected to be temporary will now require permanent job eliminations.

Accordingly, this letter is to notify you that the Kansas City Downtown Marriott will be implementing permanent job eliminations/terminations at its location at 200 West 12<sup>th</sup> Street, Kansas City, Missouri 64105. These job eliminations/terminations will occur on December 31, 2020. This is not a closure and not all positions and employees will be impacted. However, a total of 154 employees will be impacted at this location. Each affected employee has been notified of the job elimination and complete information about all the job titles of positions that are affected will be maintained at our office. The Company does not have job bumping rights or a similar system that would be available to employees. The Company is not union.

This notice is given pursuant to the Worker Adjustment and Retraining Notification ("WARN") Act, 29 U.S.C. Section 2101, et. seq.



June 11, 2020

Ms. Lisa Marshall  
WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102  
[ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

The Honorable Quinton Lucas  
Mayor of City of Kansas City  
City Hall, 29th Floor  
414 E 12th Street, Kansas City, MO 64106  
[MayorQ@kcmo.org](mailto:MayorQ@kcmo.org)

Re: WARN Notice

Dear Ms. Marshall and Mayor Lucas:

I am writing on behalf of the Kansas City Downtown Hotel Group, LLC (the "Company") the owner of the Kansas City Marriott Downtown located at 200 W. 12th Street, Kansas City, MO (the "Location") to inform you that as a result of an unforeseeable, dramatic downturn in business caused by COVID-19, the Company has instituted temporary furloughs, temporary layoffs and/or reductions in hours (collectively, the "Temporary Actions") for 280 employees.

The Temporary Actions began on or around March 20, 2020 and were expected to last less than six (6) months. The Temporary Actions were necessary due to the sudden and unprecedented economic effects of the COVID-19 crisis, a natural disaster, including the World Health Organization's pandemic declaration, the President's declaration of a national emergency, the Missouri and Kansas City shelter-in-place orders and other related governmental announcements and actions, and their impact on the Company's business operations. As stated above, based on public health guidance and business forecasts available at the time, it was initially expected that the Temporary Actions would

last less than six (6) months and that after such period the Location, along with the Company's operations, would return to normal business levels.

The challenges posed by COVID-19, as well as the ongoing government directives, however, have continued to expand and be extended, and have required or encouraged people to remain in place, resulting in a restriction of business, large gatherings and business/personal travel. Further, these challenges have caused a sudden, severe and worsening downturn in the travel and hospitality industry that now make it reasonably foreseeable that the Temporary Actions will likely extend beyond six (6) months.

This notice is provided at the earliest possible time based on information available. If business conditions change that impact the Temporary Actions, employees will be promptly notified of any change.

Each affected employee has been notified of the Temporary Action, or actions, applicable to them. Affected employees do not have bumping rights (meaning the right to claim another job at the Company) and no union represents affected employees. This notice is given pursuant to the Worker Adjustment and Retraining Notification ("WARN") Act, 29 U.S.C. § 2101, *et seq.*, and any comparable state law, to the extent that such laws apply.

Via Email: Lisa\_marshall@dhewd.mo.gov

**Lisa Marshall**  
Missouri Department of Higher Education & Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

**Re: WARN Notification**

**Dear Ms. Marshall,**

This correspondence will serve to provide the State of Missouri WIOA notice of unplanned temporary layoffs for the below noted employees of Jacobsen|Daniel's Enterprise, Inc. to the Worker Adjustment and Retraining Notification Act (WARN Act), and applicable definitions of "Employment Loss" together with "unforeseeable business circumstance" [but not "natural disaster] contained in the Subsections 639.3 and 639.9(b) of the Code of Federal Regulations, Jacobsen|Daniel's appears to be able to provide notice of less than 60 days for a lay off. These are subsequent layoff's after initial COVID-19 layoffs, recalls from lay-off's after the award of CARES Act Payroll Protection Program funding and depletion of said funding. However, we believe it prudent to inform you that due to the current economic environment causing a downturn in client services we are laying off the following employees located in St. Louis, MO:

First Name	Last Name	Position	Lay off Date
			6/12/2020

The affected employee's final date of employment is contained in the spreadsheet above. This is a permanent layoff.



RECEIVED  
JUL 7 2020  
Division of  
Workforce Development

July 2, 2020

BY United States Postal Service

[REDACTED]  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Re: WARN Act Notice of Layoff at Argosy Casino Hotel and Spa, 777 N.W. Argosy Casino Parkway Riverside, MO 64150.

Dear [REDACTED]

We regret to inform you that Argosy Casino Hotel and Spa (the “Company”) will be conducting a reduction in force at its location at 777 N.W. Argosy Casino Parkway Riverside, MO 64150. 289 team members will be laid off beginning on August 15, 2020, or the 14-day period commencing on that date. Due to unforeseen circumstances an additional 65 team members are being added to this population. This layoff will be permanent, but the facility will remain open. Any bumping rights for affected union-represented employees would be governed by the applicable Collective Bargaining Agreement. There are no bumping rights for non-union employees (that is, the right to avoid termination by displacing another employee).

These layoffs at Argosy Casino Hotel and Spa are the unfortunate result of COVID-19 related business circumstances that were sudden, dramatic and beyond our control. The impact on our business was not reasonably foreseeable until now. We simply could not foresee, that the initial closures of our properties, that were issued by one or two states for a limited period of time, ultimately spread throughout all the states in which we operate and eventually be extended, interrupting almost all business and travel temporarily. These significant drags on our business will likely continue for the foreseeable future. Finally, we could not have anticipated when our properties would be allowed to reopen and how restrictive the new operating conditions would be, and the negative impact this would have on business volumes. As a result of all of these unfortunate circumstances, we are notifying you of this decision as soon as we practically could, taking into account the great difficulties our entire industry faces in projecting future staffing needs under these unprecedented circumstances.

As permitted by 20 C.F.R. § 639.7(f), the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for implementing these job actions (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; the name of each union representing

affected employees, if any; and the name and address of the chief elected officer of each union, if any.

The information contained in this letter is based on the best information available to the Company at this time. If you have any questions or require further information, please contact [REDACTED]

If there is any change in this information, we will update you as soon as practicable.

Very truly yours,

[REDACTED]  
General Manager



June 12, 2020

BY United States Postal Service

[REDACTED]  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Re: WARN Act Notice of Layoff at Argosy Casino Hotel and Spa, 777 N.W. Argosy Casino Parkway Riverside, MO 64150.

Dear [REDACTED]

We regret to inform you that Argosy Casino Hotel and Spa (the “Company”) will be conducting a reduction in force at its location at 777 N.W. Argosy Casino Parkway Riverside, MO 64150. 289 team members will be laid off beginning on August 15, 2020, or the 14-day period commencing on that date. This layoff will be permanent, but the facility will remain open. Any bumping rights for affected union-represented employees would be governed by the applicable Collective Bargaining Agreement. There are no bumping rights for non-union employees (that is, the right to avoid termination by displacing another employee).

These layoffs at Argosy Casino Hotel and Spa are the unfortunate result of COVID-19 related business circumstances that were sudden, dramatic and beyond our control. The impact on our business was not reasonably foreseeable until now. We simply could not foresee, that the initial closures of our properties, that were issued by one or two states for a limited period of time, ultimately spread throughout all the states in which we operate and eventually be extended, interrupting almost all business and travel temporarily. These significant drags on our business will likely continue for the foreseeable future. Finally, we could not have anticipated when our properties would be allowed to reopen and how restrictive the new operating conditions would be, and the negative impact this would have on business volumes. As a result of all of these unfortunate circumstances, we are notifying you of this decision as soon as we practically could, taking into account the great difficulties our entire industry faces in projecting future staffing needs under these unprecedented circumstances.

As permitted by 20 C.F.R. § 639.7(f), the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for implementing these job actions (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any.

The information contained in this letter is based on the best information available to the Company at this time. If you have any questions or require further information, please contact [REDACTED]

If there is any change in this information, we will update you as soon as practicable.

Very truly yours,

[REDACTED]  
General Manager



RECEIVED  
JUL 7 2020  
Division of  
Workforce Development

July 2, 2020

BY United States Postal Service

[REDACTED]  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Re: WARN Act Notice of Layoff at Argosy Casino Hotel and Spa, 777 N.W. Argosy Casino Parkway Riverside, MO 64150.

Dear [REDACTED]

We regret to inform you that Argosy Casino Hotel and Spa (the “Company”) will be conducting a reduction in force at its location at 777 N.W. Argosy Casino Parkway Riverside, MO 64150. 289 team members will be laid off beginning on August 15, 2020, or the 14-day period commencing on that date. Due to unforeseen circumstances an additional 65 team members are being added to this population. This layoff will be permanent, but the facility will remain open. Any bumping rights for affected union-represented employees would be governed by the applicable Collective Bargaining Agreement. There are no bumping rights for non-union employees (that is, the right to avoid termination by displacing another employee).

These layoffs at Argosy Casino Hotel and Spa are the unfortunate result of COVID-19 related business circumstances that were sudden, dramatic and beyond our control. The impact on our business was not reasonably foreseeable until now. We simply could not foresee, that the initial closures of our properties, that were issued by one or two states for a limited period of time, ultimately spread throughout all the states in which we operate and eventually be extended, interrupting almost all business and travel temporarily. These significant drags on our business will likely continue for the foreseeable future. Finally, we could not have anticipated when our properties would be allowed to reopen and how restrictive the new operating conditions would be, and the negative impact this would have on business volumes. As a result of all of these unfortunate circumstances, we are notifying you of this decision as soon as we practically could, taking into account the great difficulties our entire industry faces in projecting future staffing needs under these unprecedented circumstances.

As permitted by 20 C.F.R. § 639.7(f), the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for implementing these job actions (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; the name of each union representing

affected employees, if any; and the name and address of the chief elected officer of each union, if any.

The information contained in this letter is based on the best information available to the Company at this time. If you have any questions or require further information, please contact [REDACTED]

If there is any change in this information, we will update you as soon as practicable.

Very truly yours,

[REDACTED]  
General Manager



October 29, 2020

VIA FEDERAL EXPRESS

Lisa Marshall  
Employment Transition Team Coordinator  
Division of Workforce Development  
421 East Dunklin  
Jefferson City, MO 65102

Re: *Employment Loss – Worker Adjustment and Retraining Notification (WARN) Act Notice*

Dear Ms. Marshall:

Pursuant to the Worker Adjustment and Retraining Notification Act of 1988, this letter constitutes Cerner Corporation's ("Cerner") notice to you regarding its reduction in force of the Kansas City WHQ Campus, at 2800 Rockcreek Parkway, Kansas City, MO 64117.

All terminations will occur on January 4, 2021. The affected employees are not represented by a union. The reductions are expected to be permanent. There are no bumping rights. The job titles and number of affected employees are as follows:

<u>Job Title</u>	<u>Number of Affected Employees</u>
Manager   Client Operations Leader	1
Manager   Senior Marketing Strategist	1
Senior Director & Government Strategist	1
Senior Properties Coordinator	1



October 29, 2020

VIA FEDERAL EXPRESS

Lisa Marshall  
Employment Transition Team Coordinator  
Division of Workforce Development  
421 East Dunklin  
Jefferson City, MO 65102

Re: ***Employment Loss – Worker Adjustment and Retraining Notification (WARN) Act Notice***

Dear Ms. Marshall:

Pursuant to the Worker Adjustment and Retraining Notification Act of 1988, this letter constitutes Cerner Corporation’s (“Cerner”) notice to you regarding its reduction in force of the Oaks Campus, at 3315 North Oak Trafficway, Kansas City, MO 64116.

The termination will occur on January 4, 2021. The affected employee is not represented by a union. The reduction is expected to be permanent. There are no bumping rights. The job title and number of affected employees are as follows:

<u>Job Title</u>	<u>Number of Affected Employees</u>
Manager   Senior Learning Leader	1

cc: Mayor Quinton Lucas (*via Federal Express*)  
City Hall, 29th Floor  
414 E. 12th Street  
Kansas City, MO 64106



October 29, 2020

VIA FEDERAL EXPRESS

Lisa Marshall  
Employment Transition Team Coordinator  
Division of Workforce Development  
421 East Dunklin  
Jefferson City, MO 65102

Re: *Employment Loss – Worker Adjustment and Retraining Notification (WARN) Act Notice*

Dear Ms. Marshall:

Pursuant to the Worker Adjustment and Retraining Notification Act of 1988, this letter constitutes Cerner Corporation’s (“Cerner”) notice to you regarding its reduction in force of the Realization Campus, at 10234 Marion Park Drive, Kansas City, MO 64137.

The termination will occur on January 4, 2021. The affected employee is not represented by a union. The reduction is expected to be permanent. There are no bumping rights. The job title and number of affected employees are as follows:

<u>Job Title</u>	<u>Number of Affected Employees</u>
Operations Lead	1

cc: Mayor Quinton Lucas (*via Federal Express*)  
City Hall, 29th Floor  
414 E. 12th Street  
Kansas City, MO 64106



September 17, 2020

VIA FEDERAL EXPRESS

Lisa Marshall  
Employment Transition Team Coordinator  
Division of Workforce Development  
421 East Dunklin  
Jefferson City, MO 65102

Re: ***Employment Loss – Worker Adjustment and Retraining Notification (WARN) Act Notice***

Dear Ms. Marshall:

Pursuant to the Worker Adjustment and Retraining Notification Act of 1988, this letter constitutes Cerner Corporation's ("Cerner") notice to you regarding its reduction in force of the Kansas City WHQ Campus, at 2800 Rockcreek Parkway, Kansas City, MO 64117.

All terminations will occur on November 18, 2020. The affected employees are not represented by a union. The reductions are expected to be permanent. There are no bumping rights. The job titles and number of affected employees are as follows:

<b><u>Job Title</u></b>	<b><u>Number of Affected Employees</u></b>
Accounts Payable Specialist	1
Contract Analyst	2
Contract Specialist	6
Director, Account Based Marketing	1
Executive, Strategic Growth	1
Lead Accounts Payable Specialist	1
Senior Accounts Payable Specialist	1
Senior Communications Partner	1
Senior Human Resources Business Partner	2
Senior Operations Specialist	1



September 17, 2020

VIA FEDERAL EXPRESS

Lisa Marshall  
Employment Transition Team Coordinator  
Division of Workforce Development  
421 East Dunklin  
Jefferson City, MO 65102

Re: *Employment Loss – Worker Adjustment and Retraining Notification (WARN) Act Notice*

Dear Ms. Marshall:

Pursuant to the Worker Adjustment and Retraining Notification Act of 1988, this letter constitutes Cerner Corporation's ("Cerner") notice to you regarding its reduction in force of the Kansas City Realization Campus, at 10234 Marion Park Drive, Kansas City, MO 64137.

All terminations will occur on November 18, 2020. The affected employees are not represented by a union. The reductions are expected to be permanent. There are no bumping rights. The job titles and number of affected employees are as follows:

<u>Job Title</u>	<u>Number of Affected Employees</u>
Director & Chief Nursing Officer	1
Human Resources Business Partner	1



August 10, 2020

VIA FEDERAL EXPRESS

Lisa Marshall  
Employment Transition Team Coordinator  
Division of Workforce Development  
421 East Dunklin  
Jefferson City, MO 65102

Re: ***Employment Loss – Worker Adjustment and Retraining Notification (WARN) Act Notice***

Dear Ms. Marshall:

Pursuant to the Worker Adjustment and Retraining Notification Act of 1988, this letter constitutes Cerner Corporation's ("Cerner") notice to you regarding its reduction in force of the Kansas City Innovations Campus, at 8779 Hillcrest Road, Building 1024, Kansas City, MO 64138.

Affected employees were notified of the anticipated employment loss on August 6, 2020, and all terminations will occur on October 8, 2020. The affected employees are not represented by a union. The reductions are expected to be permanent. There are no bumping rights. The job titles and number of affected employees are as follows:

<u>Job Title</u>	<u>Number of Affected Employees</u>
Associate Senior Software Engineer	1
Clinical Terminologist	1
Executive, CareAware Development	1
Manager   Lead Construction Manager	1
Manager   Senior Development Project Manager	1
Senior Business Intelligence Specialist	1
Senior Director, Cerner Intelligence	1
Senior Software Engineer	1
Senior Solution Designer	1

Division of Workforce Development

August 10, 2020

Page 2

<u>Job Title</u>	<u>Number of Affected Employees</u>
Software Engineer	1
Solution Designer	1
Test Analyst	1

cc: Mayor Quinton Lucas (*via Federal Express*)  
City Hall, 29th Floor  
414 E. 12th Street  
Kansas City, MO 64106



August 10, 2020

VIA FEDERAL EXPRESS

Lisa Marshall  
Employment Transition Team Coordinator  
Division of Workforce Development  
421 East Dunklin  
Jefferson City, MO 65102

Re: *Employment Loss – Worker Adjustment and Retraining Notification (WARN) Act Notice*

Dear Ms. Marshall:

Pursuant to the Worker Adjustment and Retraining Notification Act of 1988, this letter constitutes Cerner Corporation's ("Cerner") notice to you regarding its reduction in force of the Kansas City WHQ Campus, at 2800 Rockcreek Parkway, Kansas City, MO 64117.

Affected employees were notified of the anticipated employment no later than August 7, 2020, and all terminations will occur on October 8, 2020. The affected employees are not represented by a union. The reductions are expected to be permanent. There are no bumping rights. The job titles and number of affected employees are as follows:

<u>Job Title</u>	<u>Number of Affected Employees</u>
Advisory Financial Alignment Executive	1
Delivery Consultant	1
Partnership Manager	1
Pharmacy Terminologist	1
Revenue Cycle Management Executive	1
Senior Analytics Consultant	1
Senior Director, Security Solutions	1
Senior Engagement Owner	1
Senior Financial Alignment Executive	1



August 10, 2020

VIA FEDERAL EXPRESS

Lisa Marshall  
Employment Transition Team Coordinator  
Division of Workforce Development  
421 East Dunklin  
Jefferson City, MO 65102

Re: ***Employment Loss – Worker Adjustment and Retraining Notification (WARN) Act Notice***

Dear Ms. Marshall:

Pursuant to the Worker Adjustment and Retraining Notification Act of 1988, this letter constitutes Cerner Corporation's ("Cerner") notice to you regarding its reduction in force of the Kansas City Realization Campus, at 10234 Marion Park Drive, Kansas City, MO 64137.

Affected employees were notified of the anticipated employment loss on August 6, 2020, and all terminations will occur on October 8, 2020. The affected employees are not represented by a union. The reductions are expected to be permanent. There are no bumping rights. The job titles and number of affected employees are as follows:

<u>Job Title</u>	<u>Number of Affected Employees</u>
Associate Consultant	1
Executive, Health Network Foundation	1
Senior Director & General Manager, State & Public Health	1
Senior Director, Health Network Foundation	1



June 23, 2020

VIA FEDERAL EXPRESS

Lisa Marshall ✓  
Employment Transition Team Coordinator  
Division of Workforce Development  
421 East Dunklin  
Jefferson City, MO 65102

Re: *Employment Loss – Worker Adjustment and Retraining Notification (WARN) Act Notice*

Dear Ms. Marshall:

Pursuant to the Worker Adjustment and Retraining Notification Act of 1988, this letter constitutes Cerner Corporation's ("Cerner") notice to you regarding its reduction in force of the Kansas City WHQ Campus, at 2800 Rockcreek Parkway, Kansas City, MO 64117.

All terminations will occur on August 25, 2020. The affected employees are not represented by a union. The reductions are expected to be permanent. There are no bumping rights. The job titles and number of affected employees are as follows:

<u>Job Title</u>	<u>Number of Affected Employees</u>
Cash Collection Specialist	6
Event Coordinator	2
Executive Assistant	3
Fitness Specialist	2
Human Resources Director	1
Lead Cash Collection Specialist	1
Lead Operations Manager	1
Manager   Technical Solution Owner	1
Partnership Analyst	1
Physician Executive	1
Program Manager	2

<u>Job Title</u>	<u>Number of Affected Employees</u>
Sales Executive	1
Senior Cash Collection Specialist	3
Senior Fitness Specialist	1
Senior Partnership Analyst	1
Strategic Growth Senior Director	1
Strategic Growth Senior Vice President	1
Team Lead   Senior Care Manager, Registered Nurse	1
Vice President & Sales Leader	1

cc: Mayor Don Stielow (*via Federal Express*)  
2010 Howell Street  
North Kansas City, MO 64116



June 23, 2020

VIA FEDERAL EXPRESS

Lisa Marshall  
Employment Transition Team Coordinator  
Division of Workforce Development  
421 East Dunklin  
Jefferson City, MO 65102

Re: ***Employment Loss – Worker Adjustment and Retraining Notification (WARN)  
Act Notice***

Dear Ms. Marshall:

Pursuant to the Worker Adjustment and Retraining Notification Act of 1988, this letter constitutes Cerner Corporation's ("Cerner") notice to you regarding its reduction in force of the Kansas City Realization Campus, at 10234 Marion Park Drive, Kansas City, MO 64137.

All terminations will occur on August 25, 2020. The affected employees are not represented by a union. The reductions are expected to be permanent. There are no bumping rights. The job titles and number of affected employees are as follows:

<u>Job Title</u>	<u>Number of Affected Employees</u>
Certified Athletic Trainer	1
Director & Engagement Executive	1
Foundation Program Manager	1
Manager   Lead Foundation Operations Manager	1
Senior Care Manager, Registered Nurse	1
Senior Director & Consulting Services Executive	1
Senior Documentation Quality Analyst	1
Senior Technical Solution Analyst	1
Senior User Experience Designer	1

Division of Workforce Development

June 23, 2020

Page 2

<u>Job Title</u>	<u>Number of Affected Employees</u>
Team Lead   Senior Foundation Program Manager	1

cc: Mayor Quinton Lucas (*via Federal Express*)  
City Hall, 29th Floor  
414 E. 12th Street  
Kansas City, MO 64106



June 23, 2020

VIA FEDERAL EXPRESS

Lisa Marshall  
Employment Transition Team Coordinator  
Division of Workforce Development  
421 East Dunklin  
Jefferson City, MO 65102

Re: ***Employment Loss – Worker Adjustment and Retraining Notification (WARN) Act Notice***

Dear Ms. Marshall:

Pursuant to the Worker Adjustment and Retraining Notification Act of 1988, this letter constitutes Cerner Corporation's ("Cerner") notice to you regarding its reduction in force of the Kansas City Innovations Campus, at 8779 Hillcrest Road, Building 1024, Kansas City, MO 64138.

All terminations will occur on August 25, 2020. The affected employees are not represented by a union. The reductions are expected to be permanent. There are no bumping rights. The job titles and number of affected employees are as follows:

<u>Job Title</u>	<u>Number of Affected Employees</u>
Fitness Specialist	1
Manager   Institute Development Leader	1
Manager   Lead Engineering Manager	1
Operations Specialist	1
Senior Software Engineer	1
Senior Technical Writer	1
Senior Test Analyst	1



June 23, 2020

VIA FEDERAL EXPRESS

Lisa Marshall  
Employment Transition Team Coordinator  
Division of Workforce Development  
421 East Dunklin  
Jefferson City, MO 65102

Re: ***Employment Loss – Worker Adjustment and Retraining Notification (WARN) Act Notice***

Dear Ms. Marshall:

Pursuant to the Worker Adjustment and Retraining Notification Act of 1988, this letter constitutes Cerner Corporation's ("Cerner") notice to you regarding its reduction in force of the Lee's Summit Data Center at 777 NW Blue Parkway, Building 30, Suite 3080, Lee's Summit, MO 64086.

All terminations will occur on August 25, 2020. The affected employees are not represented by a union. The reductions are expected to be permanent. There are no bumping rights. The job titles and number of affected employees are as follows:

<u>Job Title</u>	<u>Number of Affected Employees</u>
Lead Technical Engagement Leader	1

Division of Workforce Development

June 23, 2020

Page 2

cc: Mayor William A. Baird (*via Federal Express*)  
City of Lee's Summit  
220 SE Green Street  
Lee's Summit, MO 64063

June 24, 2020

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Dr. Sam Page,  
St. Louis County Executive  
41 South Central Ave  
Clayton, MO 63105

Re: Announcement of Action

Dear Ms. Marshall and Dr. Page:

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, Enterprise Holdings (“Enterprise”) experienced a dramatic downturn in business. Enterprise did not believe there was a reasonable probability the downturn would last more than six months; indeed, it was Enterprise’s belief the downturn would last approximately one month. However, in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on Enterprise’s financial condition, Enterprise has realized that additional action is necessary. Such additional action includes permanent terminations of employees, including of some employees who had previously been placed on temporary layoff.

Enterprise was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 on Enterprise’s business became clear as set out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at Lakeside, located at 2281 Ball Drive, Maryland Heights, Missouri. The expected date of this layoff is June 30, 2020, or within 14 days commencing on that date. At this time, this mass layoff is expected to be permanent.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff:

Job Title	Count
IT Engineer 2 (Software)	1
IT Enterprise Eng (Systems)	1
IT Manager (Core IT)	1
IT Project Manager	1

There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

June 24, 2020

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City MO 65102

Dr. Sam Page  
St. Louis County Executive  
41 South Central Ave  
Clayton, MO 63105

Re: Announcement of Action

Dear Ms. Marshall and Dr. Page:

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, Enterprise Holdings (“Enterprise”) experienced a dramatic downturn in business. Enterprise did not believe there was a reasonable probability the downturn would last more than six months; indeed, it was Enterprise’s belief the downturn would last approximately one month. However, in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on Enterprise’s financial condition, Enterprise has realized that additional action is necessary. Such additional action includes permanent terminations of employees, including of some employees who had previously been placed on temporary layoff.

Enterprise was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 on Enterprise’s business became clear as set out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at Building 3, located at 500 Corporate Park Drive in St. Louis, Missouri. The expected date of this layoff is June 30, 2020, or within 14 days commencing on that date. At this time, this mass layoff is expected to be permanent.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff:

Job Title	Count
IT Business Analyst Senior	2
IT Engineer 1 (Systems)	1
IT Engineer 3 (Systems)	2
IT Manager Senior (Core IT)	2
IT Product Manager	1
IT Project Manager	1
IT Project Manager Senior	1
IT Software Analyst Lead	1
IT Test Engineer Lead	1

There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

June 24, 2020

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Steve Ehlmann  
St. Charles County Executive  
100 N. Third St.  
St. Charles, MO 63301

Re: Announcement of Action

Dear Ms. Marshall and Mr. Ehlmann:

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, Enterprise Holdings (“Enterprise”) experienced a dramatic downturn in business. Enterprise did not believe there was a reasonable probability the downturn would last more than six months; indeed, it was Enterprise’s belief the downturn would last approximately one month. However, in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on Enterprise’s financial condition, Enterprise has realized that additional action is necessary. Such additional action includes permanent terminations of employees, including of some employees who had previously been placed on temporary layoff.

Enterprise was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 on Enterprise’s business became clear as set out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at Weldon Building 2, located at 620 Technology Drive, Weldon Spring, Missouri. The expected date of this layoff is June 30, 2020, or within 14 days commencing on that date. At this time, this mass layoff is expected to be permanent.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff:

Job Title	Count
IT Architect Lead	1
IT Engineer 1 (Software)	1
IT Engineer 2 (Software)	1
IT Manager Senior (Core IT)	2
IT Project Manager	1
IT AVP	1

There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.



June 24, 2020

**VIA FEDERAL EXPRESS OVERNIGHT DELIVERY**

WARN Coordinator  
Missouri Department of Higher Education &  
Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Mayor Lyda Krewson  
City Hall Room 200  
1200 Market Street  
St. Louis, MO 63103

Kevin McNatt  
President  
Unite Here Local #74  
12105 Bridgetown MO 63044

Re: Levy Premium Foodservice Limited Partnership ("Levy") operation at America's Center & The Dome at America's Center

To Whom It May Concern:

This letter will serve as our official notice under the Worker Adjustment and Retraining Notification (WARN) Act that Levy's operation at America's Center and the Dome at America's Center, located at 701 Convention Plaza, St. Louis, MO 63101, will undertake a mass layoff resulting in permanent termination of employment for certain salaried managers and hourly team members to be effective on August 1, 2020. Additional hourly team members may also experience a reduction of hours by 50% or more for 6 consecutive months until business levels resume. The effected hourly team members had primarily experienced reductions in scheduling since March 2020 and the effected salaried managers had been furloughed since March 2020. At the time of those actions, the company expected the actions to be short term. Given the continued unforeseen business circumstances created by recent sports league announcements that teams would not return to playing in front of fans for a number of months, and/or government directives requiring longer term cancellation of large events due to the COVID-19 pandemic, additional notice of job loss was not practicable. While terminations are permanent, all terminated team members have been invited to apply for future employment as positions become available when business levels return following the pandemic.

The job titles of the affected positions and the number of affected team members in each job classification are shown on the attached enclosure. The team members included in this notice who are experiencing a permanent termination of employment are not represented by a labor organization as defined in the National Labor Relations Act and related laws and no bumping

980 N. Michigan Avenue  
Chicago, IL 60611 – 4501  
312-664-8200

June 24, 2020

Page 2

rights exist. The team members included in this notice who are experiencing a reduction of hours are represented by the following labor organization:

Unite Here Local #74 AFL-CIO  
Kevin McNatt, President  
12105 Bridgeton Square Dr., Suite 101  
Bridgeton, MO 63044

We will follow the terms of our collective bargaining agreement regarding any bumping rights and regarding seniority scheduling, when scheduling our team members for shifts that are available in the coming months

980 N. Michigan Avenue  
Chicago, IL 60611 – 4501  
312-664-8200

<i>JOB TITLES OF IMPACTED EMPLOYEES</i>	<i># OF EMPLOYEES IN EACH TITLE</i>
<i>Team Members Experiencing Termination (Not represented by a Labor Union)</i>	
Administrative Assistant	6
Warehouse Attendant	1
Steward	2
Supervisor Concessions	3
Supervisor Culinary	3
Supervisor Catering	1
Chef, Sous	2
Director	2
Manager, Catering Sales	3
Manager, Ops	3
Executive Steward	1
<i>Team Members Experiencing Reduction in Hours (Represented by a Unite Here Local #74)</i>	
Attendant	11
Barback	1
Bartender	11
Captain	7
Cashier	27
Cook	17
Runner	8
Server	68
Stand Lead	6
Steward	16
Warehouseman	2
<i>Team Members Experiencing Reduction in Hours (Not represented by a Labor Union)</i>	
Supervisor Culinary	3
Supervisor Concessions	2
Supervisor Catering	2
Cash room Attendant	2



**Raymond  
Management Company**

WARN Coordinator

Missouri Department of Higher Education &

Workforce Development

P.O. Box 1087

Jefferson City, MO 65102

4601 Frey Street, Suite 400

Madison, WI 53705

Phone 608.833.4100 Fax 608.833.1616

**RE: Notice of Mass Layoff**

Dear WARN Coordinator:

This letter concerns the TownePlace Suites hotel located at 130 S. Steward Road, Liberty, Missouri. The Hotel is managed by Raymond Management Company, Inc. ("RMC") and owned by Liberty Commons Lodging Associates, LLC. The employees affected by the actions noted in this letter are employees of RMC.

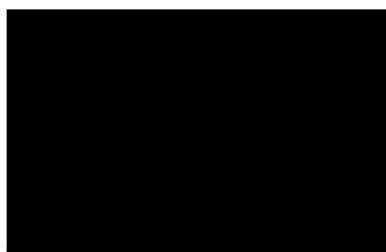
Beginning in March of 2020, RMC notified 17 employees of the Hotel that they were being temporarily laid off due to an unprecedented drop in occupancy on account of the Covid-19 Pandemic. At the time, we believed that we would be able to recall the employees back to work within 6 months of the above date. We continued to provide health care benefits to the employees during this period of time.

We recently concluded that due to continuing issues and concerns with the Pandemic, occupancy at the Hotel has not returned to the degree needed to bring employees back to their previous positions and we have reluctantly notified them and are notifying you that layoffs will become permanent as of June 30, 2020. The Hotel remains in operation with a reduced staff.

The total number of employees affected by this action is 10. The employees are not represented by a union. The employees do not have bumping rights.

Please note that we have on file all additional information required by the WARN Act and will provide it on request. If you need additional information, please contact [REDACTED]  
[REDACTED]

Thank you,





**Raymond  
Management Company**

WARN Coordinator

Missouri Department of Higher Education & 4601 Frey Street, Suite 400

Workforce Development

Madison, WI 53705

P.O. Box 1087

Phone 608.833.4100 Fax 608.833.1616

Jefferson City, MO 65102

**RE: Notice of Mass Layoff**

**Dear WARN Coordinator:**

This letter concerns the Hampton Inn Hotel located at 8551 N. Church Road, Kansas City, Missouri. The Hotel is managed by Raymond Management Company, Inc. ("RMC") and owned by Apple Nine Hospitality Management, Inc. The employees affected by the actions noted in this letter are employees of RMC.

Beginning in March of 2020, RMC notified 21 employees of the Hotel that they were being temporarily laid off due to an unprecedented drop in occupancy on account of the Covid-19 Pandemic. At the time, we believed that we would be able to recall the employees back to work within 6 months of the above date. We continued to provide health care benefits to the employees during this period of time.

We recently concluded that due to continuing issues and concerns with the Pandemic, occupancy at the Hotel has not returned to the degree needed to bring employees back to their previous positions and we have reluctantly notified them and are notifying you that layoffs will become permanent as of June 30, 2020. The Hotel remains in operation with a reduced staff.

The total number of employees affected by this action is 14. The employees are not represented by a union. The employees do not have bumping rights.

Please note that we have on file all additional information required by the WARN Act and will provide it on request. If you need additional information, please contact [REDACTED]  
[REDACTED]

Thank you,

[REDACTED]



**Raymond  
Management Company**

WARN Coordinator

Missouri Department of Higher Education & 4601 Frey Street, Suite 400

Workforce Development

Madison, WI 53705

P.O. Box 1087

Phone 608.833.4100 Fax 608.833.1616

Jefferson City, MO 65102

**RE: Notice of Mass Layoff**

**Dear WARN Coordinator:**

This letter concerns the Hampton Inn hotel located at 333 Washington Avenue, St. Louis, Missouri. The Hotel is managed by Raymond Management Company, Inc. ("RMC") and owned by Apple Nine Hospitality Management, Inc. The employees affected by the actions noted in this letter are employees of RMC.

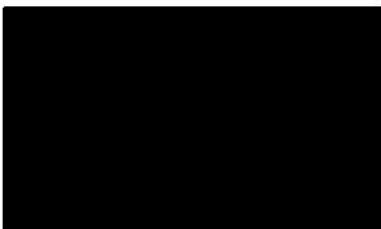
Beginning in March of 2020, RMC notified 36 employees of the Hotel that they were being temporarily laid off due to an unprecedented drop in occupancy on account of the Covid-19 Pandemic. At the time, we believed that we would be able to recall the employees back to work within 6 months of the above date. We continued to provide health care benefits to the employees during this period of time.

We recently concluded that due to continuing issues and concerns with the Pandemic, occupancy at the Hotel has not returned to the degree needed to bring employees back to their previous positions and we have reluctantly notified them and are notifying you that layoffs will become permanent as of June 30, 2020. The Hotel remains in operation with a reduced staff.

The total number of employees affected by this action is 34. The employees are not represented by a union. The employees do not have bumping rights.

Please note that we have on file all additional information required by the WARN Act and will provide it on request. If you need additional information, please contact [REDACTED]

Thank you,





**Raymond  
Management Company**

WARN Coordinator

Missouri Department of Higher Education &

Workforce Development

P.O. Box 1087

Jefferson City, MO 65102

4601 Frey Street, Suite 400

Madison, WI 53705

Phone 608.833.4100 Fax 608.833.1616

**RE: Notice of Mass Layoff**

Dear WARN Coordinator:

This letter concerns the Hampton Inn & Suites hotel located at 5650 Oakland Avenue, St. Louis, Missouri. The Hotel is managed by Raymond Management Company, Inc. ("RMC") and owned by Apple Nine Hospitality Management, Inc. The employees affected by the actions noted in this letter are employees of RMC.

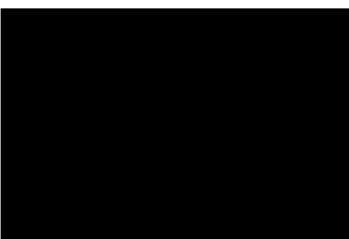
Beginning in March of 2020, RMC notified 21 employees of the Hotel that they were being temporarily laid off due to an unprecedented drop in occupancy on account of the Covid-19 Pandemic. At the time, we believed that we would be able to recall the employees back to work within 6 months of the above date. We continued to provide health care benefits to the employees during this period of time.

We recently concluded that due to continuing issues and concerns with the Pandemic, occupancy at the Hotel has not returned to the degree needed to bring employees back to their previous positions and we have reluctantly notified them and are notifying you that layoffs will become permanent as of June 30, 2020. The Hotel remains in operation with a reduced staff.

The total number of employees affected by this action is 18. The employees are not represented by a union. The employees do not have bumping rights.

Please note that we have on file all additional information required by the WARN Act and will provide it on request. If you need additional information, please contact [REDACTED]

Thank you,





June 30, 2020



[REDACTED]  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

[REDACTED]

The impact of the COVID-19 crisis on Delaware North Companies, Inc. and its operating subsidiaries was initially expected to be short-lived. It placed a number of its full-time associates on a temporary leave and its part-time associates on a temporary layoff beginning in March 2020, and continuing. These were intended to be less than six months. The pandemic has proved longer in duration and more devastating than anyone could have predicted. This was an unforeseen business circumstance that renders us unable to forecast the precise timeline for business to resume to a level sufficient to return all of our associates to work. Thus, it is reasonably foreseeable that many associates will not return to work within six months.

We are providing this notice to comply with federal and, if applicable, state Worker Adjustment Retraining and Notification Act ("WARN") requirements. A list containing the legal entity name of the applicable operating subsidiary, work location, job titles of the impacted associates is attached as Exhibit 1. Please note that this is an evolving situation and as business resumes, we will be recalling associates. The associates have bumping rights if allowed for by the Collective Bargaining Agreement. We continue to hope that this action is temporary, but the estimated duration cannot be determined with any certainty at this time. Impacted associates are being notified by letter dated and mailed to associates the same date as this letter.

To the extent that the above actions constitute a covered event under federal or, if applicable, state WARN, this letter is intended to fulfill any requirements imposed under the Act. By providing this information, the Company does not concede that the Act applies or that notice is otherwise required. Notice will be provided to all associates.

The Chief Elected Official and/or the local Workforce Investment Board have been notified of this by letter dated and mailed today.

If you have any questions or require additional information about the above, please contact [REDACTED]

[REDACTED]  
Very truly yours,

[REDACTED]



**EXHIBIT 1**

**St. Louis Sportservice, LLC**

*405 South Broadway, Sportservice, St. Louis, MO 63102*

Accounting Coordinator	5
Cash Room Attendant	2
Commissary Porter Supervisor	7
Expeditor	1
Group Stands	8
Guestpath Coordinator	5
IT Administrator	4
Kitchen Supervisor	29
Lead Cook	8
Liquor Supervisor	2
Maintenance	3
Office/Admin	13
Retail Worker Lead	8
Suites Super	17
Supervisor	30
Supervisor - Retail	29
Supervisor Bartender	11
Vendor Commissary Supervisor	10

*601 Clark St, Suite # 102, St Louis, MO 63102*

Bar Person	3
Bartender-Concession	2
Bartender-Public	9
Club Bus Person	11
Club Server	1
Club Server TIPPED	35
Cook 1	5
Cook 2	17
Cook 3	4
Dishwasher	1
Host Person	10
Supervisor	8

**St. Louis Sportservice, LLC**

*405 South Broadway, Sportservice, St. Louis, MO 63102*

**UNITEHERE Local 74 – Kevin McNatt**

*12105 Bridgeton Square Dr., Suite 101, Bridgeton, MO 63044*

Banquet Server	96
Bar Back	25



Bartender-Public	87
Buffeteria Attendant	23
Captain	23
Catering Prep Cook	8
Checker	5
Cleaning Attendant	6
Club Bartender	25
Club Bus Person	22
Club Server	61
Commis Work/Vending	168
Commissary Day Porter	23
Commissary Stock	18
Cook 1	128
Dishwasher	33
Host Person	11
In-Seat Wait Staff	4
Laundry Worker	10
Novelty Vendor	46
Porter	26
Porter - Game Day	38
Retail Cashier I	14
Retail Cashier II	98
Sky Box Attendant	82
Stand Attendant	327
Stand Leader	34

#### **Springfield Sportservice, LLC**

*935 E Trafficway, Sportservice, Springfield, MO 65802*

Bartender	4
Beer Vendor	3
Cash Room Attendant	1
Catering Supervisor	1
Club Server TIPPED	9
Cook	5
Dishwasher	1
Porter	4
Retail Clerk	5
Sous Chef, Development Program	1
Stand Attendant	21
Stand Helper	9
Stand Leader	6



Suite Runner

1



July 7, 2020

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

**Re:** Mass Layoff of Canteen/Company Kitchen Employees at Cerner in Kansas City,  
Missouri

To Whom It Concerns:

This letter will serve as official notice under the federal Worker Adjustment and Retraining Notification (“WARN”) Act that Compass Group (Canteen/Company Kitchen) has been informed that Cerner will not be reopening any of their Kansas City, Missouri locations before the end of the calendar year. Subsequently, a large percentage of Canteen/Company Kitchen’s workforce at Cerner will be laid-off on July 15, 2020 (1<sup>st</sup> day of separation).

The above mass layoff of Canteen/Company Kitchen’s operation at Cerner is the result of an “Unforeseeable Business Circumstance” due to Covid-19. Canteen/Company Kitchen was recently informed by Cerner that they will not be reopening any of their Kansas City, Missouri locations before the end of the calendar year.

Based on the information available to us at this time, we expect this action will be permanent. The impacted employees will be terminated effective July 15, 2020. Given that none of Canteen/Company Kitchen’s employees at Cerner are members of a union, there are no bumping rights available.

The job titles of the affected positions and the number of affected employees in each job classification are shown on the attached enclosure.

Should you have any questions concerning this matter, please contact [REDACTED]  
[REDACTED]

Yours truly,

[REDACTED]

[REDACTED]

HR Business Partner

Enclosure

<b>JOB TITLES OF IMPACTED EMPLOYEES</b>	<b># OF EMPLOYEES IN EACH TITLE</b>
Admin, Office Refreshment	1
Catering Attendant	6
Baker	1
Barista	6
Bartender	1
Cashier	1
Chef Hourly	1
Chef Sous	3
Cook	34
Dishwasher	9
Executive Chef	1
Catering Manager	2
General Manager	1



September 22, 2020

VIA EMAIL & OVERNIGHT DELIVERY

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
Email address: [ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

VIA EMAIL & OVERNIGHT DELIVERY

Mayor Eileen Weir  
Independence City Hall  
111 E. Maple Ave.  
Independence, MO 64050  
Email address: [EWeir@indepmo.org](mailto:EWeir@indepmo.org)

Re: Revised WARN Notice – JCPenney Store Closing

Dear Missouri WARN Coordinator and Mayor Weir:

Pursuant to the federal Worker Adjustment and Retraining Notification Act (“WARN”), on or about July 17, 2020, J. C. Penney Corporation, Inc. (“JCPenney” or “the Company”) provided you with notice of its intention to permanently close its entire retail store located in the Bolger Square Shopping Center with an address of 17610 E. 39<sup>th</sup> Street S., Independence, Missouri 64055-3869 (“the Store”). The July 17 WARN notice stated that the Store would permanently close on or about September 27, 2020, and the employment of all 86 associates would end sometime within the two-week period of September 23 to October 7, 2020.

As a result of negotiations in the Company’s bankruptcy proceedings, which were referenced in the July 17 WARN notices, the Company will not close the Store on September 27, as previously anticipated. Rather, the Company will close the Store on or about October 18, 2020, and, as a result, the employment of all affected associates will end in the two-week period of October 18 to November 1, 2020.

As stated in the July 17 WARN notices, the Company took extraordinary, unprecedented action in response to the coronavirus (COVID-19) pandemic. The Company closed all of its U.S. facilities on or about the evening of March 18, 2020. Soon thereafter, governmental officials throughout the country issued orders requiring non-essential businesses to close, and the Company furloughed the vast majority of its entire workforce. The pandemic has had a devastating impact on the country. While many businesses have reopened, strict regulations remain in place to prevent further transmission of the coronavirus. The financial impact caused by

the pandemic has been catastrophic and, in May, the Company filed its voluntary petition for bankruptcy.

When the July 17 WARN notices were issued, there were approximately 86 associates employed at the Store. Since that time, a few associates who worked at the Store have left the Company's employ, and now there are approximately 69 associates employed at the Store. Since plans call for the permanent closing of the entire Store, all 69 associates will be affected. The Store closing will cause the permanent separation of affected associates within the two-week period of October 18 to November 1, 2020. This will include all associates assigned to the Store, except those, if any, who remain with the Company in another location. Based on business needs and associates' interests, it is anticipated that a few associates may be offered employment in other JCPenney locations.

The associates in the Store are not represented by a union and do not have any bumping rights<sup>1</sup> with respect to positions in other JCPenney locations. The job titles and number of associates in each position who will be separated are shown in Attachment 1 to this letter. JCPenney will ensure that all separated associates are paid all earned and accrued wages and benefits upon termination of employment.

In addition to the July 17 WARN notice, a revised WARN Notice has been hand delivered and/or mailed to all affected associates via first class mail, and a sample of the revised WARN notice is attached hereto as Attachment 2. Based on the July 17 WARN notice, all associates should have received at least 60 days' notice before the anticipated date of the termination of their employment, but if any receive less, it is because of the business circumstances described above that were not reasonably foreseeable at the time the notice would have been required, i.e., the pandemic and the Company's subsequent bankruptcy filing, as well as recent widespread civil unrest.

RCC/rcc

Enclosures (Attachments 1 and 2)

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<sup>1</sup> This means that associates have no contractual rights to assume positions that are already filled by other associates.

## **ATTACHMENT 1**

Row Labels	Count of Emplid
<b>Independence, MO</b>	<b>69</b>
<b>02870</b>	<b>69</b>
Asset Protection Service Assoc	1
Ast Mgr Merchandise Operations	1
Cash Counting Associate	1
Cashier	14
Cashier Assistant	1
Cashier Supervisor	1
Fine Jewelry Supervisor	1
Home Furnish Comm 2.0 percent	1
Home Furnish Comm 3.5 percent	2
Human Resource Supervisor	1
Mdse Execution Associate	22
Merchandise Assistant	1
Merchandise Supervisor	1
Omni Associate	4
Operations Associate	4
Operations Supervisor	1
Sales Supervisor	1
Sephora Beauty Advisor	3
Specialty Assistant (PT)	1
Specialty Associate	3
Temporary Associate	2
Temporary Ops Associate	2

## **ATTACHMENT 2**



6501 Legacy Drive  
Plano, TX  
jcp.com

September 22, 2020

***Via First Class Mail and/or Hand Delivery***

Re: Revised WARN Notice to Associates

Dear JCPenney Associate:

Pursuant to the federal Worker Adjustment and Retraining Notification Act ("WARN"), on or about July 17, 2020, J. C. Penney Corporation, Inc. ("JCPenney" or "the Company") provided you with notice of its intention to permanently close its entire retail store located in the Bolger Square Shopping Center with an address of 17610 E. 39<sup>th</sup> Street S., Independence, MO 64055-3869 ("the Store"). The July 17 WARN notice stated that the Store would permanently close on or about September 27, 2020, and your employment with the Company would end sometime within the two-week period of September 23 to October 7, 2020.

As a result of negotiations in the Company's bankruptcy proceedings, which were referenced in the July 17 WARN notice, the Company will not Close the Store on September 27, as previously anticipated. Rather, the Company will close the Store on or about October 18, 2020 and, as a result, your employment will end sometime within the two-week period of October 18 and November 1, 2020. Based on the July 17 WARN notice, you should have received at least 60 days' notice prior to the earliest date that the employment of associates is anticipated to end pursuant to the Store's closing, but if less than 60 days' notice is provided, it is because of business circumstances that were not reasonably foreseeable at the time the notice would have been required, including: the effects of the COVID-19 pandemic (including the furlough of most of JCPenney's workforce, state and local governmental actions requiring temporary closure of most stores and/or significant restrictions to our business), which caused JCPenney to file its voluntary bankruptcy petition, as well as recent widespread civil unrest.

There are no other positions to which JCPenney associates at the Store have any "bumping rights," which means that you have no contractual right to assume positions that are already filled by other associates. Nevertheless, JCPenney leadership will look to determine what jobs, if any, might be available at other JCPenney locations.

JCPenney has provided outplacement services to Store associates. As noted in the July 17 WARN letter, to obtain a list of resources to assist you in career planning, your job search, job skills training opportunities and other support services, you may visit the "Jobs Seekers" section of the Jobs Missouri website at <https://jobs.mo.gov/jobseeker>.

These have been extraordinarily difficult times. We thank you for the time and effort you have dedicated



July 17, 2020

VIA EMAIL & OVERNIGHT DELIVERY

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
Email address: [ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

VIA EMAIL & OVERNIGHT DELIVERY

Mayor Eileen Weir  
Independence City Hall  
111 E. Maple Ave.  
Independence, MO 64050  
Email address: [EWeir@indepmo.org](mailto:EWeir@indepmo.org)

Re:     WARN Notice – JCPenney Store Closing

Dear Missouri WARN Coordinator and Mayor Weir:

Pursuant to the federal Worker Adjustment and Retraining Notification Act (“WARN”), please be advised that J. C. Penney Corporation, Inc. (“JCPenney” or “the Company”) intends to permanently close its retail store located in the Bolger Square Shopping Center with an address of 17610 E. 39<sup>th</sup> Street S., Independence, Missouri 64055-3869 (“the Store”), effective on or about September 27, 2020.

There are approximately 86 associates currently employed at the Store. Since plans call for the permanent closing of the entire Store, all 86 associates will be affected. The closing will cause the permanent separation of affected associates within the two-week period of September 23 to October 7, 2020. This will include all associates assigned to the Store, except those, if any, who remain with the Company in another location. Based on business needs and associates’ interests, it is anticipated that a few associates may be offered employment in other JCPenney locations.

The associates in the Store are not represented by a union and do not have any bumping rights<sup>1</sup> with respect to positions in other JCPenney locations. The job titles and number of associates in each position who will be separated are shown in Attachment 1 to this letter. JCPenney will ensure that all separated associates are paid all earned and accrued wages and benefits upon termination of employment.

Notice pursuant to WARN has been mailed to all affected associates, and a sample is attached hereto as Attachment 2. If the notice being provided is less than 60 days, it is because of business circumstances that were not reasonably foreseeable at the time the notice would have been required, including: the effects of the COVID-19 pandemic (including the furlough of most of JCPenney's workforce, state and local governmental actions requiring temporary closure of most stores and/or significant restrictions to our business), which caused JCPenney to file its voluntary bankruptcy petition, as well as recent widespread civil unrest.

RCC/lm  
Enclosures (Attachments 1 and 2)

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<sup>1</sup> This means that associates have no contractual rights to assume positions that are already filled by other associates.

# **ATTACHMENT 1**

Attachment 1

JCPenney Store 2870  
Independence, MO  
# Associates in Each Job Title

Ast Mgr Merchandise Operations	1
Cashier	19
Cashier Assistant	1
Cashier Supervisor	1
Fine Jewelry Supervisor	1
General Manager	1
Home Furnish Comm	3
Human Resource Supervisor	1
Master Designr	4
Mdse Execution Associate	24
Merchandise Assistant	2
Merchandise Supervisor	1
Omni Associate	4
Operations Associate	5
Operations Supervisor	1
Sales Supervisor	1
Salon Mngr	1
Sephora Beauty Advisor	4
Sephora Mgr	1
Specialty Associate	4
Sr Designer	1
Asset Protection Service Assoc	2
Cash Counting Associate	2
Specialty Assistant (PT)	1
<b>Grand Total</b>	<b>86</b>

# **ATTACHMENT 2**



6501 Legacy Drive  
Plano, TX  
jcp.com

July 17, 2020

*Via First Class Mail*

Re: WARN Notice to Associates

Dear JCPenney Associate:

We are furnishing you this letter to satisfy any obligation JCPenney may have to provide notice pursuant to the federal Worker Adjustment and Retraining Notification Act ("WARN"). For the reasons identified below, JCPenney intends to permanently close the entire retail store located in the Bolger Square Shopping Center with an address of 17610 E. 39<sup>th</sup> Street S., Independence, MO 64055-3869 ("the Store"). The Store will permanently close on or about September 27, 2020.

Pursuant to the Store's closure, your employment with the Company will end sometime within the two-week period of September 23 to October 7, 2020. You should be receiving this notice at least 60 days prior to the scheduled closing date of the Store, and at least 60 days before your employment will end. If you are not receiving that much notice, it is because of business circumstances that were not reasonably foreseeable at the time the notice would have been required, including: the effects of the COVID-19 pandemic (including the furlough of most of JCPenney's workforce, state and local governmental actions requiring temporary closure of most stores and/or significant restrictions to our business), which caused JCPenney to file its voluntary bankruptcy petition, as well as recent widespread civil unrest.

There are no other positions to which JCPenney associates at the Store have any "bumping rights," which means that you have no contractual right to assume positions that are already filled by other associates. Nevertheless, JCPenney leadership will look to determine what jobs, if any, might be available at other JCPenney locations.

JCPenney will be providing outplacement services to Store associates. In addition, to obtain a list of resources to assist you in career planning, your job search, job skills training opportunities and other support services, you may visit the "Jobs Seekers" section of the Jobs Missouri website at <https://jobs.mo.gov/jobseeker>.

These have been extraordinarily difficult times. We thank you for the time and effort you have dedicated to JCPenney.

**From:** Jojokian, Kim [US] (IS) <Kimberly.A.Jojokian@ngc.com>  
**Sent:** Monday, July 20, 2020 8:13 AM  
**To:** DWD, ETT <ETT.DWD@dhewd.mo.gov>; Weir, Eileen <eweir@indepmo.org>  
**Cc:** Iwan, Mike [US] (CO) <mike.iwan@ngc.com>; Griffith, Laura L [US] (IS) <laura.griffith@ngc.com>; Wilson, Heather [US] (CO) <Heather.Wilson@ngc.com>  
**Subject:** WARN Notice

Dear Mayor Weir and WARN Coordinator:

As widely known, Northrop Grumman's contract to operate the Lake City Army Ammunition Plant ("LCAAP" or "Lake City") will end on September 30, 2020, and Olin Winchester LLC ("Winchester") will begin operating LCAAP under a new contract with the U.S. Army as of October 1. In light of this development, Northrop Grumman will no longer have sufficient work available after September 30 to support its current workforce at LCAAP, 25201 MO-78, Independence, MO 64056.

Although we anticipate that most Lake City employees have received or will receive offers to continue employment in a similar role with Winchester, employees will nonetheless experience a separation of employment from Northrop Grumman. We are therefore providing this notice, pursuant to the federal and state Worker Adjustment and Retraining Notification ("WARN") Acts, of a reduction in force within the Northrop Grumman Defense Systems Sector, Advanced Weapons Division, Small Caliber Systems workforce in Independence, MO, commencing September 30, 2020.

Although employees have been aware of this contract transition for some time, formal WARN notices are also being provided to affected employees coincidentally with this correspondence. We anticipate the layoff on September 30 will include approximately 1,700 employees in the Independence, MO, area. Employees will continue to work and receive their wages and benefits for hours worked through September 30, at which point they will be laid off. We have maintained a list of affected job titles and the number of employees in each job classification who will be laid off, which is available upon request. Because of the nature of this action, we anticipate that these layoffs will be permanent.

Those employees not represented by a union have been advised that they do not have "bumping" (displacement) rights over other employees. Union-represented employees have been advised of the extent of their seniority rights under the collective bargaining agreement between the company and the union, and similar notice has been provided to IAMAW Local Lodge 778, c/o Kevin Kellogg, President, 9404 Grandview Road Kansas City, Missouri 64132.

Again, we anticipate that most of the affected employees have received or will receive offers to continue employment in a similar role with Winchester after September 30 and, therefore, the actual economic impact of this action is likely to be negligible.



JULY 20, 2020

**DELIVERY VIA USPS MAIL AND EMAIL ([lisa\\_marshall@dhewd.mo.gov](mailto:lisa_marshall@dhewd.mo.gov))**

HEARTLAND POKER TOUR  
777 RIVER CITY CASINO BLVD.  
ST. LOUIS, MO 63125

Lisa Marshall  
Missouri Department of Higher Education and Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Re: WARN Act Notice of Layoff at HEARTLAND POKER TOUR, 777 RIVER CITY CASINO BLVD., ST. LOUIS, MO 63125

Dear Lisa Marshall:

We regret to inform you that Heartland Poker Tour (the “Company”) will be conducting a reduction in force at its location at 777 RIVER CITY CASINO BLVD., ST. LOUIS, MO 63125. Three (3) employees will be laid off beginning on 9/20/20, or the 14-day period commencing on that date. This layoff will be permanent, but the facility will remain open. Any bumping rights for affected union-represented employees would be governed by the applicable Collective Bargaining Agreement. There are no bumping rights for non-union employees (that is, the right to avoid termination by displacing another employee).

These layoffs at Heartland Poker Tour are the unfortunate result of COVID-19 related business circumstances that were sudden, dramatic and beyond our control. The impact on our business was not reasonably foreseeable until now. We simply could not foresee, that the initial closures of our properties, that were issued by one or two states for a limited period of time, ultimately spread throughout all the states in which we operate and eventually be extended, interrupting almost all business and travel temporarily. These significant drags on our business will likely continue for the foreseeable future. Finally, we could not have anticipated when our properties would be allowed to reopen and how restrictive the new operating conditions would be, and the negative impact this would have on business volumes. As a result of all of these unfortunate circumstances, we are notifying you of this decision as soon as we practically could, taking into account the great difficulties our entire industry faces in projecting future staffing needs under these unprecedented circumstances.

As permitted by 20 C.F.R. § 639.7(f), the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for implementing these job actions (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any.



The information contained in this letter is based on the best information available to the Company at this time.



Uniquely American River Cruises

July 22, 2020

Lisa Marshall

Missouri Dept of Higher Education & Workforce Development

Re: Notice of Potential Layoffs

This letter is notice that American Queen Steamboat Company, primarily the vessels American Queen and American Empress, ("Company") is taking potential job actions in relation to employees who have no fixed workplace but who were eligible to be called to work at the following port locations: New Orleans, La., Natchez, Ms., St. Francis, Ar., Memphis, Tn., Louisville, Ky., St. Louis, Mo., Davenport, Ia., Cincinnati, Oh., Pittsburgh, Pa., Chicago, Il., Vancouver, Wa., and Portland, Or.

There are approximately 250 employees total being permanently laid off from work on these two vessels. The expected date of the first permanent layoff at this worksite will occur on or near September 24, 2020.

This worksite is not being closed. There are no unions and there are no bumping rights. This action primarily affects employees of the vessels American Queen and American Empress.

As permitted by 20 C.F.R. § 639.7(f), and any applicable state law, the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for implementing these job actions (if a schedule applies); and the job titles of positions to be affected, and the number of affected employees in each job classification. This information is available broken down by location if multiple locations are involved.

The information provided in this notice is based on the best information available to us at this time. We are providing this notice because the Worker Adjustment and Retraining Notification Act encourages employers to provide information even when a notice requirement does not exist. To the extent that the Company's actions in response to COVID-19 constitute a covered action for purposes of the federal WARN Act, and/or any applicable state law, this letter is intended to fulfill any notice requirements.

We are taking this action because of COVID-19-related business circumstances that were not reasonably foreseeable. We did not foresee how significantly and for how long a time the pandemic and related governmental orders would impact our business, including protocol issued by the States of Washington and Oregon, and the "no sail order" issued by the Centers for Disease Control on July 16, 2020. Nor did we foresee that these events would gravely impact our business not merely for a short period, but now for the foreseeable future. We are notifying you of this decision as soon as it was practicable to do so, taking into account the great difficulties we face in projecting staffing needs under these unprecedented circumstances. We would have liked to have given you more advance notice of this

action, but were unable to do so due to these circumstances caused by the COVID-19 pandemic, national disaster, and national emergency.



July 24, 2020

**WARN Coordinator**  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

This letter is notice that CWT, LLC ("CWT or Company") is taking job actions in relation to employees who work at our St. Louis office, 13723 Riverport Dr., Suite 500, Maryland Heights, MO 63043.

There are 56 employees who CWT placed on temporary furlough with the reasonable expectation that the furloughs would last no longer than 6 months. This number includes employees who were placed on fulltime unpaid leaves as well as employees affected by a reduction in their workweek or hours in excess of 50% at this employment site. The first of these furloughs commenced on April 1, 2020. We are informing you that we now expect the temporary furloughs to last longer than 6 months. During the furloughs, the employees will continue to be Company employees, and considered to be on the Company payroll, but will not earn wages while they are not working. This worksite is not being closed.

As permitted by 20 C.F.R. § 639.7(f), and any applicable state law, the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for implementing these job actions (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; an indication as to whether or not bumping rights exist; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any. This information is available broken down by location if multiple locations are involved.

The information provided in this notice is based on the best information available to us at this time. We are providing this notice because the Worker Adjustment and Retraining Notification Act encourages employers to provide information even when a notice requirement does not exist. To the extent that the Company's actions in response to COVID-19 constitute a covered action for purposes of the federal WARN Act, and/or any applicable state law, this letter is intended to fulfill any notice requirements.

We are taking this action because of COVID-19-related business circumstances that were not reasonably foreseeable. We did not foresee how significantly and for how long a time the epidemic and related governmental lockdown orders would impact our business. We also did not foresee that lockdown orders, initially issued for short durations in only a few cities, would spread throughout the country and be repeatedly extended.] Nor did we foresee that these events would gravely impact our business not merely for a short period, but now for the foreseeable future. We are notifying you of this decision as soon as it was practicable to do so, taking into account the great difficulties we face in projecting staffing needs under these unprecedented circumstances. We would have liked to have given you more advance notice of this action, but were unable to do so due to these circumstances caused by the novel coronavirus epidemic national disaster and national emergency.



July 21, 2020

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Re: Notice of Job Actions

This letter is to inform you that, due to the unprecedented and ongoing impact of the novel coronavirus and related governmental actions, Hilton ("Company") is taking the job actions described on the attached schedule affecting employees who work at Embassy Suites by Hilton St. Louis Downtown located at 610 N. 7<sup>th</sup> Street St. Louis, Mo 63101.

We are taking these actions because of COVID-19 related business circumstances that were not reasonably foreseeable at the time notice would have been required. We did not and could not have foreseen how broadly and deeply the COVID-19 epidemic would spread and affect our business; nor did we foresee that "lockdown" orders, initially issued for short durations in certain specific cities, would spread throughout the country and be constantly and continually extended and/or changed, thus not merely interrupting commerce and travel for a short period, but now disrupting commerce and travel for the foreseeable future.

We are notifying you of this decision as soon as it was practicable to do so, taking into account the great difficulties Hilton and our entire industry face in projecting future staffing needs under these unprecedented circumstances. We would have liked to have given you more advance notice of this action, but were unable to do so due to these factors and the rapidly evolving impact of the novel coronavirus epidemic national disaster and national emergency. We are providing this notice as the Worker Adjustment and Retraining Notification Act, and any applicable state law, encourages employers to provide information even when a notice requirement does not exist. To the extent that the Hotel's actions in response to COVID-19 constitute a



covered action for purposes of the federal WARN Act, and any applicable state law,  
this letter is intended to fulfill any notice requirements.

Enclosure (Schedule of Job Actions)



**SCHEDULE OF JOB ACTIONS**

**Location Address: 610 N. 7<sup>th</sup> Street St. Louis, Mo 63101**  
**As of July 21, 2020**

**Temporary Furloughs:**

The Company first made changes to employment at this hotel in response to the COVID-19 pandemic on March 20, 2020 at which time it was forced to implement temporary furloughs. The Company reasonably expected these furloughs to last 6 months or less.

**Positions Now Affected by Temporary Furloughs Expected to Last Longer Than Six Months:**

The Company now expects the temporary furloughs of approximately 31 employees to last longer than 6 months. The Company is still hopeful that it may be able to return some of these employees to work sooner, but that is no longer the Company's best estimate based on the information available to it at this time.

**Additional Information:**

The following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for implementing these job actions (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; an indication as to whether or not bumping rights exist; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any. This information is available broken down by location if multiple locations are involved.



Terry Basham  
Chief Operating Officer  
11495 Navaid Road, Suite 340  
Bridgeton, MO 63044  
(314) 222-4319 Office

July 30, 2020

Lisa Marshall  
Employment Transition Team Coordinator  
Office of Workforce Development  
301 W High Street, Suite 870  
Jefferson City, MO 65102

**Re: Notice of Mass Layoff by GoJet Airlines, LLC**

Dear Ms. Marshall:

Due to circumstances beyond the control of the Company related to a significant decline in operations caused by the National Emergency related to the COVID-19 Pandemic, GoJet Airlines has made the difficult decision to effectuate a mass layoff affecting its St. Louis, Missouri headquarters, crew and maintenance base.

All affected employees have been notified of their layoff effective date. At this time it is unknown if the layoffs will be temporary or permanent. Much is unknown about the recovery period for the airline industry as a result of COVID. Some of the affected employees are covered by a collective bargaining agreement but do not have bumping rights relevant to this layoff.

In compliance with Federal Regulations concerning the Worker Adjustment and Retraining Notification (WARN) Act, please find below specific information related to the closure:

**1. Name and Address of Employment Site:**

Corporate Headquarters  
11495 Navaid Road, Suite 340  
Bridgeton, MO 63044

St. Louis Hanger  
5260 Banshee Road  
Building 42  
Hazelwood, MO 63042

**2. Layoff Effective Date:** October 1, 2020.

**3. Number of Affected Employees in Missouri: 525**

\*This number is the total number of GoJet employees in Missouri. GoJet does not yet have information on its operations October 1, 2020 and beyond therefore the exact number of employees to be laid off is unknown at this time. It is expected that the number of layoffs will exceed 50 in total across all locations in Missouri. Additional information regarding the job titles of positions that will be affected and the number of affected employees in each job category will be made available upon request.

**4. Name and Address of Employees' Collective Bargaining Representatives and Chief Elected Officers:**

Matt Zurawel for GoJet Airlines Pilots  
International Brotherhood of Teamsters, Local 618  
9040 Lackland  
St Louis, MO 63114

Peter Swanson for GoJet Airlines Flight Attendants  
Association of Flight Attendants-CWA, AFL-CIO  
3960 Minnehaha Avenue  
Minneapolis, MN 55406

Cc: Mayor Lyda Krewson  
City of St. Louis  
City Hall - Room 200  
1200 Market Street  
St. Louis, Missouri 63103

Mayor Terry Briggs  
City of Bridgeton  
12355 Natural Bridge Road  
Bridgeton, MO 63044

Mayor Matthew G. Robinson  
City of Hazelwood  
415 Elm Grove Lane  
Hazelwood, MO 63042



July 30, 2020

**VIA CERTIFIED MAIL AND EMAIL**

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

***Re: Notice of Furlough***

Dear Ms. Marshall:

These are unprecedeted times for the aviation industry, and our codeshare partners, for whom Republic operates all its flights, have substantially reduced our flying schedules from historical and originally projected levels. As a result of these unforeseen circumstances, we are significantly overstaffed and must reduce our workforce accordingly. This notice is delivered to satisfy the requirements of the Worker Adjustment and Retraining Notification Act (29 U.S.C. §§ 2101 et seq.) and regulations promulgated thereunder, or other state or local laws (collectively, the "Acts"), out of an abundance of caution even though the Acts may not apply to the current reduction in force.

Republic is hopeful that over the next several weeks we can engage in measures that will reduce the number of involuntary furloughs. If we are able to adjust or cancel any of the involuntary furloughs as a result of furlough mitigation, we currently expect to do so prior to October 1, 2020.

This reduction in force, which will begin on October 1, 2020, is expected to affect 51 pilots and 53 flight attendants based at Kansas City International Airport, 1 International Square, Kansas City, MO 64153 (absent successful measures that enable us to reduce the number of involuntary furloughs necessary). For some employees, the furloughs will be effective on October 1, 2020, and the remaining employees will be furloughed effective November 1, 2020. Bumping rights do not exist as a result of this furlough. Although we cannot predict with any certainty, based on the best information available to Republic at this time, we expect that this furlough will be temporary. We also expect that the Kansas City crew base will be closed permanently effective November 1, 2020, and that, as a result of the closure, certain flight attendants will have bumping rights.

The pilots and flight attendants employed by Republic are each represented by the International Brotherhood of Teamsters ("IBT"), Airline Division. The chief elected official for the IBT, Airline Division is Captain David Bourne, Director, Airline Division, International Brotherhood of Teamsters, 25 Louisiana Avenue, NW, Washington, D.C. 20001. Republic's flight attendants are represented on the local level by IBT Local 135, whose chief elected official is Michael Winegar, Business Agent, IBT Local 135, 849 Meridian Street, Indianapolis, IN 46225. Republic's pilots are represented on the local level by IBT Local 357, whose chief elected official is Captain Josh LeBlanc, President, Teamsters Local 357, 6100 Clarks Creek Rd. Suite 100, Plainfield, IN 46168.

July 27, 2020

WARN Coordinator  
Missouri Department of Higher Education &  
Workforce Development  
Office of Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102  
Phone: 573-522-2744  
Fax: 573-751-8162

Mike Scofield, Presiding Commissioner  
Taney County Commission  
132 David Street  
Forsyth, MO 65653  
Phone: 417-546-7204  
Fax: 417—546-3931  
Email: [MikeS@co.taney.mo.us](mailto:MikeS@co.taney.mo.us)

Edd Akers, Mayor  
Branson City Hall  
110 West Maddux Street  
Suite 210  
Branson, MO 65616  
Phone: 417-334-3345  
Email: [eakers@bransonmo.gov](mailto:eakers@bransonmo.gov)

Dear Mayor Edd Akers, Ms. Marshall & Mr. Scofield,

This letter is to inform you that as a result of new unforeseen business circumstances resulting from the sudden and unprecedented effects of the coronavirus outbreak on our business, Wyndham Vacation Ownership (the “Company”) will conduct temporary furloughs and layoffs at its facility located at 1110 Willow Bend Drive, Branson, MO 65616 (the Branson Meadow Sales). The entire facility will not be closed. The layoffs are anticipated to be permanent.

Employee separations in connection with this action occurred on July 3, 2020 and July 27, 2020. The Company has conducted prior layoffs at this location which were separate and distinct actions from the current layoffs but we are including information regarding those actions in this notice for your information and in good faith. Enclosed is a listing of the job titles of positions affected, and the number of affected employees in each job classification. Employees will be separated in accordance with the enclosed schedule.

We apologize that we were unable to provide more advance notice of the action. The speed and vast reach of the physical calamity that is the coronavirus outbreak, as well as the different and new declaration of a state of emergency and directives at the federal, state and local level, including but not limited to: the recent phased opening of the different states, the subsequent orders at different levels that were issued and which have been abruptly changed or modified in light of new developments, the directives and unexpected extension of those for individuals to remain in place, with exception for essential needs, in certain jurisdictions, the directives for individuals to avoid congregating, limit travel and to work remotely was unforeseeable and caused, and will continue to cause, among other things, a drastic impact on the Company’s business, including but not limited to the closure of properties, travel restrictions, customer cancellations, closing operations and uncertain future such that the Company does not have alternative work to offer to its affected employees. These new and

July 27, 2020

recent business circumstances were not reasonably foreseeable as of the time that notices would have been required. After reviewing our staffing and business needs, we are providing this notice to you at the earliest possible time.

The affected employees do not have any bumping rights.

Very truly yours,

WYNDHAM VACATION OWNERSHIP, INC.  
WYNDHAM DESTINATIONS, INC.

Enclosure (list of job titles of positions to be affected, the number of affected employees in each job classification, and schedule of separations)

Job Title	Separation Status	Separation Date	# of Employees
Agent, Tour Reception	Permanent Layoff	7/3/2020	3
Analyst, HR I	Furlough	8/8/2020	1
		7/3/2020	1
Clerk, Accounting I	Permanent Layoff	7/24/2020	1
Clerk, Accounting II	Permanent Layoff	7/3/2020	1
		4/3/2020	1
Coord, Business Operations I	Permanent Layoff	7/24/2020	1
	Furlough	4/4/2020	2
Coord, Contract Compliance Site		7/3/2020	3
	Permanent Layoff	8/7/2020	2
	Furlough	4/4/2020	1
Coord, Gifting	Permanent Layoff	8/7/2020	1
		4/3/2020	1
		6/5/2020	1
Coord, Mrktg Admin	Permanent Layoff	7/3/2020	1
Coord, Mrktg Admin II	Permanent Layoff	7/3/2020	1
Coord, Mrktg In House I (SIM)	Permanent Layoff	6/5/2020	2
Coord, Owner Education	Permanent Layoff	4/3/2020	1
Coordinator, Marketing Admin	Permanent Layoff	4/3/2020	1
Dispatcher, Sales & Mrktg	Permanent Layoff	4/3/2020	3
Manager, Sales Recruiting	Furlough	5/2/2020	1
	Furlough	5/2/2020	1
OPC CMP Lead (SIM)	Permanent Layoff	8/7/2020	1
OPC-CMP	Furlough	4/4/2020	1

July 27, 2020

		5/2/2020	2
Permanent Layoff		4/3/2020	15
		7/24/2020	5
		8/7/2020	6
		4/4/2020	1
OPC-CMP (SIM)	Furlough	5/2/2020	3
	Permanent Layoff	4/3/2020	10
		4/20/2020	1
		6/5/2020	1
		7/24/2020	2
		8/7/2020	4
Recruiter, Sales III	Permanent Layoff	6/1/2020	2
Representative, Quality Assurance	Furlough	4/4/2020	1
	Permanent Layoff	4/3/2020	3
		7/3/2020	1
		7/24/2020	1
Representative, Sales Discovery	Furlough	4/3/2020	1
	Permanent Layoff	7/4/2020	2
		4/2/2020	4
		8/7/2020	3
Representative, Sales I	Furlough	4/3/2020	4
	Permanent Layoff	5/1/2020	9
		4/2/2020	23
		6/5/2020	3
Representative, Sales II	Permanent Layoff	8/7/2020	18
Supervisor, Business Operations	Permanent Layoff	4/20/2020	1
	Furlough	4/4/2020	1
	Permanent Layoff	8/7/2020	1



November 13, 2020

**VIA FEDEX**

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
421 East Dunklin  
Jefferson City, MO 65102

Dear Ms. Marshall:

I am writing to follow up on my July 28, 2020 and October 9, 2020 letters to you in which you were notified that Remington Outdoor Company and certain related companies including Remington Arms Company, LLC (collectively, the "Company" or "we" or "us"), anticipated terminating all employees based at the Lexington Facility on September 29, or within 14 days after that date, and subsequently extended those dates until October 30, 2020, or within 14 days after that date.

The Company has determined that it must continue to retain seven of its employees at the Lexington Facility to continue engaging in the decommissioning and wind down process. Therefore, permanent separations for those employees whose job titles are listed in Appendix A, attached hereto, will be scheduled to begin on November 27, 2020 or within 14 days after that date.

To the extent notice is required under the Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101, et seq., or any other laws, this letter shall constitute the best practicable notice under such laws.

APPENDIX A

JOB TITLE	NUMBER OF AFFECTED EMPLOYEES
Plant Manager 1	1
Human Resources Administrator	1
Mgr Environ Health & Safety	1
Manager 3	1
Maintenance - Lexington	3



October 9, 2020

**VIA FIRST CLASS MAIL**

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Dear Ms. Marshall:

I am writing to follow up on my July 28, 2020 letter to you in which you were notified that Remington Outdoor Company and certain related companies including Remington Arms Company, LLC (collectively, the “Company” or “we” or “us”), anticipated terminating all employees based at the Lexington Facility on September 29, or within 14 days after that date.

As a result of the Company’s bankruptcy process, the Lexington Facility will be closed. To facilitate that process, the Company must retain 7 of its employees at the Lexington Facility to engage in the decommissioning and wind down process. Therefore, permanent separations for those employees whose job titles are listed in Appendix A, attached hereto, will be scheduled to begin on October 30, 2020 or within 14 days after that date.

To the extent notice is required under the Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101, et seq., or any other laws, this letter shall constitute the best practicable notice under such laws.

APPENDIX A

JOB TITLE	NUMBER OF AFFECTED EMPLOYEES
Plant Manager 1	1
Human Resources Administrator	1
Mgr Environ Health & Safety	1
Manager 3	1
Maintenance - Lexington	3



July 28, 2020

**VIA FIRST CLASS MAIL**

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Dear Ms. Marshall:

As you may or may not know, on July 27, 2020, Remington Outdoor Company and certain related companies including Remington Arms Company, LLC (collectively, “the Company,” or “we” or “us”), filed for bankruptcy protection in the United States Bankruptcy Court for the Northern District of Alabama, case number 20-81688-11.

Until very recently, the Company believed it would be able to pursue a transaction which would provide funding and capital that would avoid a reduction of the workforce. Unfortunately, we were recently notified that the transaction is not likely to go forward as originally anticipated. While the Company continues to engage in a sales process as part of the bankruptcy proceeding, we are providing this notice because the terms and outcome of any transaction are not certain.

In light of the foregoing, it may be necessary for the Company to terminate all employees at 1411 Roncelli Rd, Lexington, MO 64067 (the “Lexington Facility”). The Company anticipates that terminations at the Lexington Facility will begin on September 29, 2020, or within 14 days after that date. The loss of employment is expected to be permanent. Because all employees will be terminated, there will not be any bumping rights.

To the extent notice is required under the Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101, et seq., or any other laws, this letter shall constitute the best practicable notice under such laws.

A list of the job titles of positions to be affected, and the number of affected employees in each job classification is attached hereto as Appendix A.

## APPENDIX A

JOB TITLE	NUMBER OF AFFECTED EMPLOYEES
Tooling Tech - Lexington	1
Maintenance - Lexington	3
Mill Operator - Lexington	7
Team Lead 1	1
Supv Production 1	2
Engraver - Lexington	1
Finisher - Lexington	7
Supervisor 1	2
Machinist - Lexington	4
Engineer	1
Sander - Lexington	9
Inspector - Lexington	8
Plant Manager 1	1
Human Resources Adminstrator	1
Setup - Lexington	3
Robot & CMM Programmer	1
Cleanup - Lexington	1
Mgr Environ Health & Safety	1
Supervisor 2	2
Receptionist/Admin Asst	1
Clerk Purchasing Sr	1
Manager 3	2
Supv Quality Control 2	1
Manager 5	1
Router - Lexington	1
Senior Engineer	1

July 31, 2020

VIA EMAIL ([ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov))

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Dear Sir / Madam:

On behalf of one of 50,000 worldwide customers, XPO Logistics Supply Chain, Inc. ("XPO") operates the LCAAP facility in Independence, Missouri. The Prime Contractor at the LCAAP facility recently informed us that it was not selected to continue as the Prime Contractor, and that their contract, along with XPO's sub-contract to operate at the facility, is ending. This will result in the end of XPO's operation at the facility located at 25201 E. 78 Hwy, Building 6, Independence, MO 64056 (the "Facility").

This decision will result in the termination of employment with XPO for all seventy (70) regular full time hourly and salaried XPO employees and all contingent workers at the Facility (see Attachment A) beginning September 30, 2020. We understand that, as the successor companies continue to finalize their transition plans, we expect that, when finalized, these plans will be permanent and will affect the XPO operations that support the entire Facility. XPO anticipates that the termination of employment at the Facility will occur during a 14-day period beginning September 30, 2020.

The individuals affected by these plans are not represented by any labor organization. Bumping arrangements are not available, however there may be opportunities for the XPO employees to transition to another XPO location in the Kansas City Metro area, or possibly transition to the successor companies taking over the operation of the contract at the Facility. This notification and the above timetable are based on the best information currently available. However, various factors may still affect these plans and the timing of employment separations. XPO will endeavor to update you of changes as additional information becomes available.

This notice is intended to satisfy XPO's obligations, if any, under the Worker Adjustment and Retraining Notification Act (WARN) and all applicable Missouri statutory provisions. By providing this information, XPO does not concede that the Act applies or that notice is required.

You may contact this office should you require further information from XPO in this regard.

XPO Logistics Supply Chain, Inc.  
25201 E. 78 Hwy, Building 6, Independence, MO 64056

**ATTACHMENT A**

As explained in the accompanying letter, we anticipate that the job titles and the number of employees listed below will be affected by the customer's business decision to consolidate its operations, thereby resulting in the end of the XPO Logistics Supply Chain, Inc. warehousing facility located at 25201 E. 78 Hwy, Building 6, Independence, MO 64056.

Job Position Eliminations Scheduled to Occur During a 14-Day Period Commencing on Sept. 30, 2020:

Position Title	Total
Clerk	7
Clerk II	2
CWR-Driver-CDL	1
CWR-PIT Operator I	4
Driver CDL	5
Driver Non CDL	16
Engineer, Industrial	1
Inventory Spclst	3
Manager, Human Resources	1
Manager, Inventory Control	1
Manager, SC Operations	1
Manager, SC Site Operations	1
Material Handler III	1
Pallet/Crate Builder	1
PIT Operator	16
PIT Operator III	1
POU Driver ATK	1
Supervisor, SC Operations	5
Supervisor, Transportation	1
Yard Driver	1
Grand Total	70



6336 Pershing Drive • Omaha, NE 68110  
Mailing Address: P.O. Box 3448  
Omaha, NE 68103-0448  
Toll Free (800) 228-9882 (Except NE 402-457-8000)  
[www.Lozier.com](http://www.Lozier.com)

August 6, 2020

WARN Coordinator  
Missouri Department of Higher Education &  
Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

Re: Mass Layoff at 1625 S. Schifferdecker Ave., Joplin, MO

To Whom It May Concern:

This letter will serve as notice that Lozier Corporation has developed plans for a mass layoff resulting in permanent termination of employment for certain production, office hourly and salaried employees at its facility located at 1625 S. Schifferdecker Ave., Joplin, MO 64801. As we announced to the employees on August 6, 2020, the first job losses will not occur until after October 6, 2020 and will be completed by January 29, 2021.

A total of one hundred and twenty-seven (127) employees are expected to be separated from employment as a result of the mass layoff (See Exhibit A for job titles and numbers affected). The affected employees are not represented by any labor organization and do not have bumping rights.

This notice is provided pursuant to the Federal Worker Adjustment and Retraining Notification Act and applicable state law. It is based upon current available information. We will inform you should there be any significant changes to these plans.

CC: Mayor Ryan Stanley  
City of Joplin  
602 S. Main St.  
Joplin, MO 64801

**EXHIBIT A**  
**Job Title and Number of Affected Employees**

Job Title	Number of Affected Employees
Area Manager	1
Area Planner	1
Design Engineer II	1
Electrician Maintenance Specialist	1
Engineering Intern	1
Estimator-Product Design Tech	1
HR Specialist	1
Ind Eng II-MTD Supervisor	1
Industrial Engineer II	1
Machine Operator	17
Machine Operator Lead	1
Maintenance Mechanic	2
Materials Requisitioner	1
MDM Intern	1
Model Maker	2
MRO Supply-Environment Coordinator	1
Painter	4
Paintline Attendant	17
Paintline Attendant Lead	6
Pallet Pack Lead	1
PIC Manager	1
Production Supervisor	3
Quality Tech	1
Receiving-Inventory Clerk	1
Scheduler	2
Sr Accounting Assistant	1
Sr Buying Coordinator	1
Sr MDM Processor	1
Tool and Die Apprentice	1
Tool and Die Technician	3
Tool and Die Technician Lead	2
Turret and Laser Operator	6
Turret and Laser Operator Lead	1
Welder	34
Welder Lead	7



August 11, 2020

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson, City, MO 65102

RE: **WARN Notice**

Dear Lisa:

Beginning in March 2020, HMSHost began furloughing associates due to the unforeseen business circumstances related to the sudden and drastic decline in business related to effects of the coronavirus/COVID-19 natural disaster (“COVID-19”). To date, HMSHost continues to see an unprecedented decline in traffic in airports and on the motorways. The COVID-19 pandemic has devastated the travel and restaurant industries and, unfortunately, HMSHost sits at the crossroads of both. Never in the history of aviation and the hospitality industry, have we experienced such catastrophic customer traffic declines.

While it is our desire to see our airport and motorway traffic return and bring back all our valued associates, and while we reasonably believed this would be possible by summer, the unfortunate (and in March unforeseeable) reality is that it is going to take a significant period for our business to recover. Like many businesses in our industry, this reality requires HMSHost to make very difficult decisions, one of which is informing our associates at **Kansas City International Airport** [56 Rome Circle Boulevard Bar Kansas City, Mo. 64153] who were furloughed on a temporary basis that their temporary furlough will be converted to a permanent layoff on 10/15/2020 if they have not been recalled by 10/15/2020.

Please find attached a list of job titles to be affected and the number of affected associates in each job title. Many of the associates are represented by: UNITE HERE Local 74. Kevin McNatt is the chief elected official of the union. The union’s address is 12105 Bridgeton Square Dr., Suite 101 Bridgeton, Mo. 63044.

Affected employees who are covered by a collective bargaining agreement may have bumping rights.

This notice is provided pursuant to the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. §2101 et seq., if applicable, and any similar state or local laws.

<b>Job Titles:</b>	<b>Kansas City</b>
Barista	64
Bartender/Servers	61
Cooks	20
Cashier/Snack Bar Attend	30
Cashier II	
Food Preparer	6
Utility Worker/Maintenance	6
Commissary Driver	3
Warehouse/Inflight A&B	
	190
Multi-Unit Manager	2
F&B Operations Manager	3
Assistant F&B Manager	8
Mgrs/Food/Chef/Kitchen	
Supervisors	26
Maintenance II	1
Accounting Specialist/Clerk	1
	41
<b>Grand Total</b>	<b>229</b>



August 12, 2020

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson, City, MO 65102

RE: **WARN Notice**

Dear Lisa:

Beginning in March 2020, HMSHost began furloughing associates due to the unforeseen business circumstances related to the sudden and drastic decline in business related to effects of the coronavirus/COVID-19 natural disaster (“COVID-19”). To date, HMSHost continues to see an unprecedented decline in traffic in airports and on the motorways. The COVID-19 pandemic has devastated the travel and restaurant industries and, unfortunately, HMSHost sits at the crossroads of both. Never in the history of aviation and the hospitality industry, have we experienced such catastrophic customer traffic declines.

While it is our desire to see our airport and motorway traffic return and bring back all our valued associates, and while we reasonably believed this would be possible by summer, the unfortunate (and in March unforeseeable) reality is that it is going to take a significant period for our business to recover. Like many businesses in our industry, this reality requires HMSHost to make very difficult decisions, one of which is informing our associates at **St. Louis Lambert International Airport** [10701 Lambert International Drive St. Luis, Mo. 63145] who were furloughed on a temporary basis that their temporary furlough will be converted to a permanent layoff on 10/15/2020 if they have not been recalled by 10/15/2020.

Please find attached a list of job titles to be affected and the number of affected associates in each job title. Many of the associates are represented by: UNITE HERE Local 74. Kevin McNatt is the chief elected official of the union. The union’s address is 12105 Bridgeton Square Dr., Suite 101 Bridgeton, Mo. 63044.

Affected employees who are covered by a collective bargaining agreement may have bumping rights.

This notice is provided pursuant to the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. §2101 et seq., if applicable, and any similar state or local laws.

<b>Job Titles:</b>	<b>STL Lambert</b>	<b>STL Admiral's Club</b>
Barista	52	
Bartender	21	8
Servers	63	
Cooks	51	
Cashier/Snack Bar Attend	45	
Cashier II	12	
Food Preparer		
Utility Worker/Maintenance	35	
Commissary Driver	5	
Warehouse/Inflight A&B	5	
	289	
Multi-Unit Manager	3	
F&B Operations Manager	9	1
Assistant F&B Manager	5	1
Mgrs/Food/Chef/Kitchen	3	
Supervisors	32	
Maintenance II		
Accounting Specialist/Clerk/HR Coor	2	
	54	
<b>Grand Total</b>	<b>343</b>	<b>10</b>



October 15, 2020

**Via U.S. Mail, E-Mail**

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102  
E-mail: [ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

Bob Brasses  
625 New Smizer Mill Road  
Fenton, MO 63026  
E-mail: [mayorbrasses@fentonmo.org](mailto:mayorbrasses@fentonmo.org)

Dr. Sam Page, St. Louis County Executive  
41 South Central Avenue  
Clayton, MO 63105  
E-mail: [spage@stlouisco.com](mailto:spage@stlouisco.com)

Re: Announcement of Action – Mass Layoff

Dear Ms. Marshall, Mayor Brasses, and Dr. Page:

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing and decreased travel surrounding the coronavirus natural disaster, and as a result of a change in working conditions caused by the unforeseeable extension of such governmental orders and guidance related to the COVID-19 pandemic and natural disaster, Maritz, whose business relies on large group events and travel, experienced a dramatic downturn in business resulting in the furlough of many employees in early 2020, of which you were previously notified. In light of the extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance recommending social distancing and decreased travel, and additional data and analysis revealing the resulting impact of the COVID-19 crisis on Maritz's financial condition, and despite Maritz's attempts to explore options to comply with government standards and guidance and to implement alternative procedures, Maritz has just recently realized that additional action is necessary and that permanent layoffs of employees who were previously furloughed are required.

While Maritz is providing more than 60 days' notice prior to the date these furloughed employees are subject to permanent layoff, Maritz was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until very recently when the full impact of COVID-19 on Maritz's business became more clear, as set

October 15, 2020

Page 2

out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at the Maritz Fenton facility, located at 1375 North Highway Drive, Fenton, MO 63099. This mass layoff is expected to be permanent. The first layoff is expected to occur on February 22, 2020.

It is anticipated that 107 employees will be affected. All affected employees have been or will be notified of their separation dates and that their separation from employment is expected to be permanent. A listing of job titles impacted is maintained onsite by Maritz.

The affected employees are not represented by a union. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

This notice is intended to comply with the Company's notice obligations, if any, under the federal Worker Adjustment and Retraining and Notification Act ("WARN Act"), 29 U.S.C. §§ 2101-2109. The giving of this notice, however, shall not constitute an acknowledgement by the Company of any obligations under the WARN Act in the event the effects of the layoff are such that the WARN Act requirements do not apply.



August 19, 2020

**Via U.S. Mail, E-Mail**

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Bob Brasses  
625 New Smizer Mill Road  
Fenton, MO 63026  
E-mail: mayorbrasses@fentonmo.org

Dr. Sam Page, St. Louis County Executive  
41 South Central Avenue  
Clayton, MO 63105  
E-mail: spage@stlouisco.com

Re: Announcement of Action – Furloughs (Temporary Layoff)

Dear Ms. Marshall, Mayor Brasses, and Dr. Page:

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing and decreased travel surrounding the coronavirus natural disaster, and as a result of a change in working conditions caused by the unforeseeable extension of such governmental orders and guidance related to the COVID-19 pandemic and natural disaster, Maritz, whose business relies on large group events and travel, experienced a dramatic downturn in business. Maritz did not believe there was a reasonable possibility the downturn would last more than six months. However, in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance recommending social distancing and decreased travel, and additional data and analysis revealing the resulting impact of the COVID-19 crisis on Maritz's financial condition, and despite Maritz's attempts to explore options to comply with government standards and guidance and to implement alternative procedures, Maritz has just recently realized that additional action is necessary and that additional furloughs are required.

Maritz was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until very recently when the full impact of COVID-19 on Maritz's business became more clear, as set out in detail above. We are providing as much

notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at Maritz Fenton office, located at 1375 North Highway Drive, Fenton, MO 63099. This furlough (temporary layoff) is expected to be temporary, but if current conditions persist or worsen, which Maritz has no way of predicting, there is a possibility that the temporary layoff will become permanent. The first temporary layoff is expected to occur on August 21.

It is anticipated that 49 employees will be affected. All affected employees have been or will be notified of their separation dates and that their separation from employment is expected to be temporary. A listing of job titles impacted is maintained onsite by Maritz.

The affected employees are not represented by a union. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

This notice is intended to comply with the Company's notice obligations, if any, under the federal Worker Adjustment and Retraining and Notification Act ("WARN Act"), 29 U.S.C. §§ 2101-2109. The giving of this notice, however, shall not constitute an acknowledgement by the Company of any obligations under the WARN Act in the event the effects of the layoff are such that the WARN Act requirements do not apply.



August 12, 2020

**Via U.S. Mail, E-Mail**

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Bob Brasses  
625 New Smizer Mill Road  
Fenton, MO 63026  
E-mail: mayorbrasses@fentonmo.org

Dr. Sam Page, St. Louis County Executive  
41 South Central Avenue  
Clayton, MO 63105  
E-mail: spage@stlouisco.com

Re: Announcement of Action

Dear Ms. Marshall, Mayor Brasses, and Dr. Page:

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing and decreased travel surrounding the coronavirus natural disaster, and as a result of a change in working conditions caused by the unforeseeable extension of such governmental orders and guidance related to the COVID-19 pandemic and natural disaster, Maritz, whose business relies on large group events and travel, experienced a dramatic downturn in business. Maritz did not believe there was a reasonable possibility the downturn would last more than six months. However, in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance recommending social distancing and decreased travel, and additional data and analysis revealing the resulting impact of the COVID-19 crisis on Maritz's financial condition, and despite Maritz's attempts to explore options to comply with government standards and guidance and to implement alternative procedures, Maritz has just recently realized that additional action is necessary. Such action includes permanent terminations of employees who had previously been placed on what Maritz reasonably believed at the time would be a temporary layoff.

Maritz was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until very recently when the full impact of COVID-19 on Maritz's business became more clear, as set out in detail above. We are providing as much

notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at Maritz Fenton office, located at 1375 North Highway Drive, Fenton, MO 63099. This mass layoff is expected to be permanent. The layoffs will occur in waves, with the furlough and permanent separation dates as follows:

Date of Furlough/Temporary Layoff	Date of Permanent Termination	Number of Employees Affected
4/16/2020	10/16/2020	268
4/25/2020	10/25/2020	2
4/27/2020	10/27/2020	13
5/1/2020	11/1/2020	41
5/16/2020	11/16/2020	29
5/30/2020	11/30/2020	2
6/1/2020	12/1/2020	60
6/20/2020	12/20/2020	18
7/1/2020	1/1/2021	1
7/11/2020	1/11/2020	10
8/1/2020	2/1/2021	29

It is anticipated that 475 employees will be affected. All affected employees have been or will be notified of their separation dates and that their separation from employment is expected to be permanent. A listing of job titles impacted is maintained onsite by Maritz.

The affected employees are not represented by a union. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

This notice is intended to comply with the Company's notice obligations, if any, under the federal Worker Adjustment and Retraining and Notification Act ("WARN Act"), 29 U.S.C. §§ 2101-2109. The giving of this notice, however, shall not constitute an acknowledgement by the Company of any obligations under the WARN Act in the event the effects of the layoff are such that the WARN Act requirements do not apply.



August 14, 2020

**VIA UPS AND/OR ELECTRONIC MAIL**

Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102  
ETT.DWD@dhewd.mo.gov

Mayor Timothy Lowery  
955 Rue St Francois  
Florissant, MO 63031  
tlowery@florissantmo.com

Re: **COVID-19 Related Temporary Shutdown and Resulting Layoffs**  
**Aramark at Boeing Leadership Center 16805 New Halls Ferry Rd., Florissant, MO 63034**

To Whom It May Concern:

Due to the business impact of the recent COVID-19 pandemic, Aramark's location listed above is temporarily closed. Accordingly, this letter will serve as notice of the extended temporary account closure and/or reduction in staff in accordance with the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 et seq. ("WARN"). The extended shutdown of this location was caused by COVID-19 related business circumstances that were not reasonably foreseeable at the time that WARN notice would have been required. Boeing Leadership Center recently announced that it does not intend to reopen for an undefined period of time and will not need our services. We regret to inform you that all or most of the Aramark employees assigned to that client account will be or have been affected.

1. As a result of the temporary closing described above, Aramark expects to lay off its employees at Boeing Leadership Center as of September 30, 2020. We anticipate reopening this account as soon as reasonably feasible depending on the evolving COVID-19 pandemic and based upon our client's business needs but do not yet know when that will occur.
2. The specific job titles of our employees affected by this temporary closing, as well as the number of our employees in each job classification, are listed on the attachments to this notice.
3. There are no bumping rights applicable to these employees.
4. Our employees affected by this action are not represented by a union, but all affected employees have been notified of their layoff from employment.

## Affected Job Titles & Employee Count

Job Title	# of Employee in Role
Baker	1
Conference Worker	4
Cook	9
Custodial Services Lead Worker	2
Custodial Services Worker	9
Floor Technician	1
Front Desk Worker	4
General Utility Lead Worker	1
General Utility Worker	6
Housekeeper	8
Lead Baker	1
Lead Cook	6
Lead Housekeeper	1
Lead Waiter/Waitress	3
Mail Distribution Worker	1
Office Worker	2
Painter	2
Waiter/Waitress	20



COIN **ACCEPTORS**, INC.

300 Hunter Avenue  
St. Louis, MO 63124

August 21, 2020

VIA CERTIFIED MAIL

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Donnie Pruett, Mayor  
P.O. Box 1090  
Mountain View, MO 65548

Re: Mountain View Fabricating/Royal/Coin Acceptors  
WARN Act Notification

Dear Ms. Marshall and Mayor Pruett:

This notice is being provided in accordance with the federal Worker Adjustment Retraining and Notification Act (WARN) which requires employers to give official notice to employees and government bodies of the pending reduction in workforce.

Mountain View Fabricating/Royal, a division of Coin Acceptors, Inc. located at 1315 US-60, Mountain View, MO 65548 has placed approximately 120 employees on temporary, unpaid layoffs. These layoffs commenced on June 10, 2020.

As a result of COVID-19 pandemic and its horrific impact on the U.S. economy and our business, we are not certain we will be able to recall any employees back within the six months since the temporary layoffs took place on June 10, 2020.

Attached as **Exhibit A**, you will find a listing of the job titles of positions within the facility that will be affected and the number of affected employees in each job category.

Employees are not represented by a Union. No bumping or transfer rights exist that could affect the employees to be laid off. We do not anticipate that employees at the Mountain View, Missouri facility who will experience position eliminations will be offered other positions at any of the facilities of parent or affiliated operations of Coin Acceptors, Inc. All affected employees have been notified by letter of the temporary layoff becoming permanent. The notice provided employees with contact information for the Department of Labor, Dislocated Worker Unit. A copy of the notice provided to affected employees is attached as **Exhibit B**.

This notice is designed to satisfy any notice obligations which the Company may have under the Worker Adjustment and Retraining Notification Act and Missouri law but it is not an admission that the Act or any relevant Missouri laws apply.

**EXHIBIT A**  
**JOB TITLES AND NUMBER OF EMPLOYEES IN EACH POSITION**  
**SUBJECT TO LAYOFF**

	<b><u>JOB TITLE</u></b>	<b><u>NUMBER OF EMPLOYEES</u></b>
1.	Administrative Assistant	3
2.	Asset Control Administrator	1
3.	Asset Control Associate	3
4.	Consultant	1
5.	Corporate QA Manager	1
6.	Driver	1
7.	FL Operator/ Class E Driver	1
8.	Forklift Operator	4
9.	General Labor	2
10.	General Manager	1
11.	Group Lead	1
12.	HR Manager	1
13.	Industrial Associate	40
14.	IT Assistant	1
15.	Janitor	1
16.	Maintenance Technician	2
17.	Mill Technician	1
18.	Parts/Security	1
19.	Parts Associate	3
20.	Production Manager	1
21.	QC/QA	6
22.	Refrigeration Technician	2
23.	Reman Technician	3
24.	Royal Assembly Associate	3
25.	Royal Distribution Associate	8
26.	Royal Manufacturing Associate	5
27.	Royal Paint Foam Associate	1
28.	Royal Refrigeration Build	3
29.	Supervisor	3
30.	Team Lead	4
31.	Toolmaker – Class A	2



August 21, 2020

Employee Name  
Employee Address

Dear Employee Name:

We are sending you this letter to update you about the potential reopening of our Mountain View plant and the potential rehiring of our personnel, both of which are driven by the level of orders we receive from our customers. As described below, this letter will serve as an update under certain provisions of the Worker Adjustment and Retraining Notification Act (the "Warn Act"), and a formal notice under such Act due to unforeseen business conditions and the pandemic natural disaster.

**June 8 Notice**

On June 8, we met with all Mountain View employees to advise you that the economic effects of the COVID-19 crisis had reduced orders for the products produced in our plant to such a level, that we were forced to temporarily close the plant effective June 10 and to temporarily layoff all production workers, as well as most of our management team. We advised you that the reopening of our Mountain View facility would be based upon when America reopens its offices, factories, restaurants, schools, universities and amusement parks, etc., and consequently, when customers start to reorder our products.

At that time, we reasonably expected that America would begin sufficiently recovering from the COVID-19 pandemic in the near term, to allow us to reopen our plants by mid-August, but we specifically noted that such a reopening could occur as late as September. Unfortunately, no one could predict the large-scale effect of the pandemic and its negative impact on our customer base.

**Status Update**

We have been both surprised and disappointed by the virtually non-existent remanufacturing orders which we have received from our customers during the last 2 months (and the approximate 60 days prior to June 10). We have received basically no Reman orders since well before the plant closing in June and far fewer parts orders compared to what we had typically received before COVID-19. As of the date of this letter, our customers have not given us any future commitments for orders or even forecasts of when they expect to begin ordering. With the uncertainty of an economic recovery from the COVID-19 crisis and the timing of any potential vaccine, it has now become apparent that we cannot predict with certainty when our plant will reopen, especially given the fact that we are a "build-to-order" facility.

At this point, it has become apparent that our customers will not start placing enough orders to fully justify reopening our plant as we had expected.

We feel an obligation to let you know what has happened to our business due to the pandemic, so that you can better plan for yourself and your families. While we would like to tell you that we are confident that everyone will be rehired by December 10 (six months since the temporary layoff started), we now know we cannot say that, particularly for those of you who work in Reman.

## **Warn Act Update and Notice**

After our temporary layoff, we are obligated under the Warn Act to advise you based on unforeseen business circumstances and the pandemic natural disaster if we believe there is a probability that at least 50 of our temporarily laid off employees will not be rehired by December 10, 2020. It has become apparent that we do not know if such a reopening is possible, since neither we nor our customers can predict when America will reopen sufficiently to drive orders to a level that justifies a full reopening of the Mountain View operation. However, to give you as much warning as reasonable, we have decided to send you this official Warn Act Notice about the potential loss of at least 50 jobs, because we are not confident how many of you, if any, we will be able to recall by December 10. We want you to be able to make the best decisions for you and your family, taking into consideration how the coronavirus has impacted our business. Accordingly, as of this date, the temporary layoff should now be considered permanent.

While the COVID-19 pandemic has impacted our business and the economy in general for approximately 4-5 months, we have been greatly influenced by a series of recent developments which affect our industry and have contributed to our decision to take this action. As noted, our business is driven by the demand for vending machines and coolers due to the reopening of offices, factories, schools, universities, amusement parks and numerous other “away-from-home” locations. Schools, in particular, are an important indicator of the reopening of America. In just the last few weeks, we have gone from the likely opening of many schools, to uncertainty. In the last 10-14 days, many school districts which had previously decided to reopen, completely reversed their original policy and decided against traditional in-person classroom learning. In addition, just this week, two major universities which had opened earlier this month, decided to close their doors and move to a strictly online format. Several states also just tightened their restrictions, due to an unanticipated surge in coronavirus cases. These sudden and unexpected recent developments have greatly contributed to our decision to give this notice.

No bumping or transfer rights exist which could affect your loss of employment with Coin Acceptors/Royal/Mountain View Fabricating. We do not anticipate that employees at Coin Acceptors/Royal/Mountain View Fabricating who experience permanent position eliminations will be offered a position at any of Coin Acceptors/Royal/Mountain View Fabricating affiliated operations.

You were given information during the June 8 meeting about your final pay, benefits/ COBRA including the eligibility to apply for unemployment insurance benefits, but please feel free to contact [REDACTED] in Human Resources if you wish to receive any additional information:

There are government agencies which can provide you with information on available dislocated worker assistance. Such federal and state agencies include the Department of Labor, Dislocated Worker Unit ([www.dol.gov/general/topic/training/dislocatedworkers](http://www.dol.gov/general/topic/training/dislocatedworkers)), and the Missouri Office of Work Force Development ([www.ded.mo.gov/tags/dislocated-worker](http://www.ded.mo.gov/tags/dislocated-worker)).

This notice is designed to satisfy any notice obligations which the Company may have under the Worker Adjustment and Retraining Notification Act, but it is not an admission that such Act or any relevant Missouri laws apply.

We want to thank each of you for your dedicated past service, and if America reopens and there is once again a sustainable demand for remanufactured vendors and coolers, plus a larger demand for parts, we will certainly contact you, to see if you are available to be rehired.

COVID-19 has been an unpredictable, unprecedeted natural disaster and its negative impact on America is undeniable. We wish that we were not being forced to deal with this adversity, but we wanted you to know the facts, so that you can make an informed decision about your future.

Sincerely,



3908 AVENUE B  
AUSTIN, TX 78751

**August 26, 2020**

**EMAIL – RETURN RECEIPT REQUESTED**

Lisa Marshall

Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087, Jefferson City, MO 65102



<https://dhewd.mo.gov>

Re: Mainstreet Venue

We write to provide you with notice regarding the Mainstreet ("Venue"), located at 1400 Main Street, Kansas City, MO 64105. Due to the unforeseeable COVID-19 pandemic and declared national, state, and local emergencies, as well as state and local closure orders, Alamo Drafthouse, LLC (the "Company") was required to suspend operations and temporarily furlough (75) employees at the Venue on March 17, 2020. We previously provided affected employees with notice of their furloughs, but due to the recent spike in confirmed COVID-19 cases, as well as continued state and local closure orders, we now anticipate that this furlough will last longer than originally anticipated so we are providing you with this notice now.

At this time, the Venue's reduction in operations is still expected to be temporary, and the Venue is hoping to resume regular operations as soon as possible, but we are currently unable to predict when we can resume normal operations or whether or when employees will be scheduled for work.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.

# avis budget group

August 28, 2020

Missouri Department of Higher Education and Workforce Development

Lisa Marshall  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

And

Michael Parsons  
Office of the Governor  
PO Box 720  
Jefferson City, MO 65102

To Whom It May Concern:

This letter is notice that Avis Budget Car Rental, LLC and its subsidiaries ("Company") will be extending the furlough period or implementing permanent layoffs for employees who work at

Saint Louis Airport  
10482 Natural Bridge Road  
St. Louis, MO 63134

Hazelwood  
12000 Missouri Bottom Rd  
Hazelwood, MO 63042

Kansas City Airport  
723 London Dr  
Kansas City, MO 64153

There are seven employees currently affected at the following employment sites:

Six will have their Furlough extended indefinitely

Location: St. Louis, MO	
Position	Number of Positions
Manager Account	1

Location: Hazelwood, MO	
Position	Number of Positions

Manager Maintenance II	1
Technician II	2
Manager Sales Local Market	1

<b>Location: Kansas City, MO</b>	
<b>Position</b>	<b>Number of Positions</b>
Business Development Leader	1

One will experience a permanently layoff, effective August 28, 2020.

<b>Location: St. Louis, MO</b>	
<b>Position</b>	<b>Number of Positions</b>
Sales Performance Manager	1

Due to the COVID-19 pandemic, these employees were placed on a partial or full furlough in or around April-June 2020. At that time, the Company fully expected these furloughs to last less than six (6) months. Unfortunately, the financial hardship on the Company caused by the pandemic has not improved to the degree we had hoped by this time. Therefore, the Company has made the difficult decision to extend furloughs for some employees and implement layoffs for others at this work location. Furloughs will continue for until further notice. Layoffs will be permanent.

The continued economic hardship resulting from the COVID-19 pandemic and the negative impact of recently issued Travel Advisories on our car rental business were not reasonably foreseeable earlier, preventing us from making this decision and providing you with this notice sooner. Therefore, we are providing you with this notice as soon as was practicable.

There are not bumping rights at this location. The effected employees are not represented by a union.

We are also giving appropriate notice to the affected workers and any unions. Those notices include information about how to contact the State Unemployment Insurance office.



August 29, 2020

VIA EMAIL AND CERTIFIED MAIL – RETURN RECEIPT REQUESTED

WARN Coordinator

Missouri Department of Higher Education & Workforce Development

Office of Workforce Development

PO Box 1087

Jefferson City, MO 65102

ETT.DWD@dhewd.mo.gov

Dear WARN Coordinator:

This letter constitutes notice in compliance with the Worker Adjustment and Retraining Notification Act, 29 U.S.C. §§ 2101-09.

Due to economic conditions resulting from the COVID-19 pandemic InterContinental Kansas City at the Plaza (“InterContinental Kansas City”) temporarily furloughed and/or laid off employees at its hotel located at 401 Ward Pkwy, Kansas City, MO 64112, effective on various dates in March 2020. Initially, these actions were temporary measures and InterContinental Kansas City hoped to return these employees to their positions after a brief period. Given the ongoing COVID-19 pandemic and its continued economic impact on the hospitality industry generally and this hotel specifically, which was not reasonably foreseeable at the time of the actions, InterContinental Kansas City is forced to make the lay-offs permanent for some of its employees. Effective August 29, this results in the permanent layoff of 114 employees.

Enclosed is an attachment listing the impacted positions and number of employees holding those positions at this location.

The relevant information is as follows:

- These permanent layoffs were in response to a decline in hotel business and use due to the COVID-19 pandemic.
- Bumping rights based on seniority do not exist during this layoff.
- The employees at the InterContinental Kansas City are not part of a union.

Employee Name	Address Line 1 + Address Line 2	City, State Zip Code	Employment Status	Termination Date	Termination Reason	Home Company Name	Job Title
Abdrabo, Reuben	14200 Tracy Ave Apt 109	Kansas City, MO 64110	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Concierge
Arcilano, Esperanza	5135 N Smoky Ave	Kansas City, MO 64119	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Banquet Server (71)
Asberry, Kim A.	15801 Wayne Ave	Kansas City, MO 64110	T	03/19/2020	Lack of Work	KANSAS CITY INTERC 2	Housekeeper
Baddoo, Annelia	3508 NE 60th Street	Gladstone, MO 64119	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Banquet Server (71)
Baker, Audrey	401 Ward Parkway	Kansas City, MO 64112	T	03/21/2020	Lack of Work	KANSAS CITY INTERC 2	Director of Guest Svcs
Balkali, Khalid	1136 County Line Rd Apt. 23	Kansas City, KS 66103	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Banquet Server (71)
Bartell, John	18400 Summit Street	Kansas City, MO 64114	T	03/21/2020	Lack of Work	KANSAS CITY INTERC 2	Valet
Battsom, Brian	14405 Roswell Ave	Kansas City, KS 66104	T	03/31/2020	Lack of Work	KANSAS CITY INTERC 2	Director of Revenue
Benlah, Mustapha M.	14545 Main St APT 17	Kansas City, MO 64111	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	BOT Houseperson
Blownik, Prabhava	5066 Baltimore Ave	Kansas City, MO 64112	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Franchise Room Svc. Svr
Boeser, Zachary	14207 E 104th Ter	Kansas City, MO 64137	T	03/20/2020	Lack of Work	KANSAS CITY INTERC 2	Vale
Bouazizi, Lahoucine	1116 county line RD Apt # 73	Kansas City, KS 66103	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Steward
Bouzibat, Bouzaker	4545 Main St Apt. #17	Kansas City, MO 64111	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Banquet Server (71)
Bramacomo, Gustavo	19 W 89th St	Kansas City, MO 64114	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Franchise Food Runner
Brunwell, Ryan	12125 W 79th Ter	Lenexa, KS 66215	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Franchise Bartender
Buchunde, Samili	3911 Smart Ave	Kansas City, MO 64124	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Franchise Hostess
Campbell, Kefan	16121 E 127th St	GRANDVIEW, MO 64030	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Banquet Server (71)
Canedo, Jose	11701 E 85th St	Raytown, MO 64138	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Franchise Room Svc. Svr
Canon, Faith	12305 Corinthian Ave	Grandview, MO 64030	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Vale
Carney, Alexander	910 Pennsylvania Ave Apt 209	Kansas City, MO 64105	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	BOT Houseperson
Carney, Howard	4112 Pennsylvania Ave, Suite 100	Kansas City, MO 64111	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Enalineer
Castanor, Rebecca S.	3114 Cleveland Ave	Kansas City, MO 64128	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Cook 3 (1st Shift Attndt)
Cervantes, Cervantes, Noe	514 NE Florence Ave #A	Lee's Summit, MO 64063	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Franchise Kitchen
Collins, Jaah	6955 E 84th St. Apt. 8055	Kansas City, MO 64138	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Franchise Room Svc. Svr
Cox Jr., Bryan	3035 Harrison st.	Kansas City, MO 64109	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	BOT Houseperson
Davis, Brittany A.	3348 Wyoming st	Kansas City, MO 64111	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Guest Response Operator
Deeken, Jeremy	P.O. Box 30274	KANSAS CITY, MO 64112	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Banquet Server (71)
Deere, Jon	337 Bellfontaine Ave	Kansas City, MO 64124	T	03/31/2020	Lack of Work	KANSAS CITY INTERC 2	Convention Svcs Mar
Denson Jr., Bryant K.	8802 Believever Ave	Kansas City, MO 64114	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Franchise Kitchen
Diaz, Emilia	14413 La Quinta Dr	Grandview, MO 64030	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Banquet Server (71)
Dunivan, Brittni L.	2 E 85th St.	Kansas City, MO 64114	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Franchise RoomSvs Cashier
Duran, Henry J.	7038 NW Condonate Street	KANSAS CITY, MO 64152	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Banquet Server (71)
EL MOTAOUIEK, RACHID	5650 Woodland Ave	Kansas City, MO 64110	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Banquet Server (71)
Escalante, Karen	646 E Armour Blvd Apt 907	Kansas City, MO 64109	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Franchise Kitchen
Escalante, Martin I.	523 S Oakleaf Ave	Kansas City, MO 64123	T	03/19/2020	Lack of Work	KANSAS CITY INTERC 2	HSK Houseperson
Ewino, Charles	12532 Crave Ave	Grandview, MO 64030	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	BOT Houseperson
Fleming, Trenton	2525 MAIN ST APT #208	KANSAS CITY, MO 64108	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Concierge
Ford, Antolone	3631 Bales Ave	Kansas City, MO 64128	T	03/20/2020	Lack of Work	KANSAS CITY INTERC 2	Laundry Attndt
Ganson, Brandon	4501 NE Winn Rd	Kansas City, MO 64117	T	03/21/2020	Lack of Work	KANSAS CITY INTERC 2	Director of Svcs
Garcla, Brandon	12006 SE SOUJOIA DRIVE	RAYMORE, MO 64083	T	03/20/2020	Lack of Work	KANSAS CITY INTERC 2	Doorman
Grago, James	1009 E 76TH ST	KANSAS CITY, MO 64131	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Sales Admin Asst
Guerra, Alicia A.	3014 N 31st st	Kansas City, KS 66104	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Cook 2 (Line Cook)
Guerrero, Patricia M.	7707 ne 51st Terrace	Kansas City, MO 64119	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Cook 2 (Line Cook)
Halloran, James	11140 SW SUMMIT HILL DRIVE	LEE'S SUMMIT, MO 64081	T	03/20/2020	Lack of Work	KANSAS CITY INTERC 2	Accounting Mar
Hayes, Edward J.	12729 W 126th St	Overland Park, KS 66213	T	03/19/2020	Lack of Work	KANSAS CITY INTERC 2	F&B Director
Hernandez, Francisca	2925 N 47th Ter	Kansas City, KS 66104	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Banquet Server (71)
Hood, Cortez	6720 cambridge ave	Kansas City, MO 64138	T	03/20/2020	Lack of Work	KANSAS CITY INTERC 2	OverNight Bellerson
Horton, J. Irvin D.	3738 The Paseo BLVD	Kansas City, MO 64109	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Franchise RoomSvs Cashier
Howlett, Jeremy	916 S Prairie St	LIBERTY, KS 66061	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Bellerson
Israel, Tyrone B.	11410 Grandview Rd	Kansas City, MO 64137	T	03/19/2020	Lack of Work	KANSAS CITY INTERC 2	Laundry Attndt
Jensen, Jaimee C.	12021 W 58th Pl	Shawnee, KS 66216	T	03/31/2020	Lack of Work	KANSAS CITY INTERC 2	Catering Mar
Johnson, Adrienne	4033 Locust Apartment 7	Kansas City, MO 64110	T	03/19/2020	Lack of Work	KANSAS CITY INTERC 2	Housekeeper
Jones, Bettie D.	1112 E 58th	Kansas City, MO 64110	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Franchise Hostess
Jones, Melinda	18607 Everett St.	Raytown, MO 64138	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Cook 1 (Ld Cook)
Lam, Gia C.	3841 Wavondotte St	Kansas City, MO 64111	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Franchise Food Runner
LAJRAMI AMINE, SIDY M.	508 S. ELIZABETH STREET	OLATHE, KS 66061	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Banquet Captain (71)
Louis, Barbara	1189 E. 65th St.	Kansas City, MO 64131	T	03/20/2020	Lack of Work	KANSAS CITY INTERC 2	Housekeeping Supv
Lyles, Oscar	1716 E 35th St.	Kansas City, MO 64109	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Banquet Supv
Magana, Alicia M.	2614 Bremridge Ave	Kansas City, MO 64139	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Banquet Captain (71)
Magana-Rocha, Luis	1306 S 57TH St.	Kansas City, KS 66106	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	BOT Houseperson
Maled, Nawar	895 E 61st street	Raytown, MO 64133	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Banquet Server (71)
Martinez, Veronica	1105 Aimes	Kansas City, MO 64127	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Banquet Server (71)
Mazium, Ali	8117 Jefferson Stapt 187	Kansas City, MO 64105	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Banquet Server (71)
McClain, Janice	24102 E. 307th Street	Harrisonville, MO 64701	T	05/31/2020	Lack of Work	KANSAS CITY INTERC 2	Sales Mor
McDaniel, Kervy P.	3415 Highland Ave	Kansas City, MO 64109	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Steward
McDaniel, Kevin	3300 Linwood Blvd. Apt 201W	Kansas City, MO 64128	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Steward
McHadden, Hannah	3441 Summit St. Apt. 2	Kansas City, MO 64111	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Franchise Srv
Minor, Elvis	1104 Askew Ave	Kansas City, MO 64127	T	03/19/2020	Lack of Work	KANSAS CITY INTERC 2	Laundry Attndt
Mitchem, Keith A.	6403 Manchester Ave #5	Kansas City, MO 64133	T	03/21/2020	Lack of Work	KANSAS CITY INTERC 2	Engineer 1
Moeller, Richard	1006 NW Silverthorn Dr	Lees Summit, MO 64081	T	05/31/2020	Lack of Work	KANSAS CITY INTERC 2	Controller
Morales, Justin R.	101 S Willow Ave	Sugar Creek, MO 64033	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Cook 2 (Line Cook)
Nelson, Antonisha	9417 NE 92nd St	Kansas City, MO 64157	T	03/19/2020	Lack of Work	KANSAS CITY INTERC 2	OverNight Bellerson
Nouven, Jonathan	6000 Michigan Avenue	Kansas City, MO 64130	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Guest Response Operator
Olivieres, Ricardo	521 N. Lawndale Ave.	Kansas City, MO 64113	T	03/12/2020	Lack of Work	KANSAS CITY INTERC 2	Franchise Kitchen
Olson, Elizabeth A.	932 S Kiener Drive	Independence, MO 64056	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Banquet Captain (70)
Ortinau, Zachary M.	4936 Lydia Avenue	Overland Park, KS 66204	T	05/31/2020	Lack of Work	KANSAS CITY INTERC 2	Sales Mor
Ortiz Farrela, Diana	2228 Lister Ave	Kansas City, MO 64110	T	03/21/2020	Lack of Work	KANSAS CITY INTERC 2	Vale
Patterson, Cynthia	12231 West 127th Place Apt 7111	Overland Park, KS 66213	T	05/31/2020	Lack of Work	KANSAS CITY INTERC 2	Housekeeper
Payne, Charles	10002 W. 91ST STREET	OVERLAND PARK, KS 66212	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Sales Mor
Penaiora, Jesus D.	433 E Gregory Blvd.	Kansas City, MO 64131	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Banquet Captain (71)
Pitts Jr., Rolando	3714 Michigan Ave	Kansas City, MO 64109	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Banquet Server (71)
Reina, Juan De Dios	8546 Barnett Ave	Kansas City, KS 66112	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Franchise Srv
Rhodes, Jacob	7617 Maple	Prairie Village, KS 66208	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Banquet Server (71)
Ridout, Gerald	2107 Purcell Rd	Kansas City, MO 64110	T	03/21/2020	Lack of Work	KANSAS CITY INTERC 2	Franchise Bartender
Rivera, Eduardo	1537 S McCoy St.	Independence, MO 64055	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	BOT Houseperson
Rivera, Marisela	1537 S McCoy St.	Independence, MO 64055	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Banquet Server (70)
Rossow, Lisa	150 Parkside Dr.	Hollister, MO 65672	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Starbucks Srv
Scheid, Jane	25 F St.	Lake Lotawana, MO 64086	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Franchise Asst Hd Coach
Shriver, Sharon	4515 Walnut St Apt. 311B	Kansas City, MO 64111	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Banquet Server (70)
Smith Sr., Lucas-Allen	5730 College Ave	Kansas City, MO 64130	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Franchise Kitchen
Smith, Analyn	6001 Campbell street apt. 311	Kansas City, MO 64131	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Franchise Hostess
Sommerich, Katherine	6224 Robinson St #3	Overland Park, KS 66202	T	03/20/2020	Lack of Work	KANSAS CITY INTERC 2	Front Desk Agent
Stanton, Eula	1306 E 82nd Ter Apt. 14	Kansas City, MO 64131	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Steward
Stone, Deana A.	6317 NW Waukomis Dr	Atchison, KS 66002	T	04/09/2020	Lack of Work	KANSAS CITY INTERC 2	Front Desk Agent
Talib, Mehdil	5147 Palmer Dr	Kansas City, MO 64129	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Banquet Server (71)
Thomas, Gordon	3457 Holmes St Apt. 105	Kansas City, MO 64109	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Franchise Kitchen
Tolliver, Everett	11233 Crystal Ave.	Kansas City, MO 64134	T	03/21/2020	Lack of Work	KANSAS CITY INTERC 2	Engineering 1
Torres, Jose C.	4609 Crysler Ave.	Independence, MO 64055	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Banquet Server (71)
Towns, Maria	532 Gladstone Blvd Apt. 22	Kansas City, MO 64124	T	03/19/2020	Lack of Work	KANSAS CITY INTERC 2	Turndown Attndt
Villalba, Jacqueline	9112 E 73rd Street	Raytown, MO 64133	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Banquet Server (71)
Wagner, Leichen	8364 Fremont Rd	Atchison, KS 66002	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Franchise Room Svc Svr
Walter, Craig M.	223 E 46th St. APT. Basement	KANSAS CITY, MO 64112	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Concierge
Wheeler, Lawrence	8715 Ward Parkway	KANSAS CITY, MO 64114	T	03/18/2020	Lack of Work	KANSAS CITY INTERC 2	Florist Mar
Williams, Alicia	1620 E LITHWOOD #7	KANSAS CITY, MO 64109	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Guest Response Operator
Williams, Mark A.	4250 E 62ND	KANSAS CITY, MO 64131	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Cook 2 (Line Cook)
Williams, Sheri	3415 East 45th Terrace Street	Kansas City, MO 64130	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Sales Admin Asst
Young, Loretta	3921 E 56th Ter #4	Kansas City, MO 64130	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Franchise Food Runner
Zabala, Rubel I.	5166 Skyline Dr	Roeland Park, KS 66205	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Franchise Srv
Zamora-Ibarra, Carmen	1411 S 38th St.	Kansas City, KS 66106	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Banquet Server (71)
Zamora-Ibarra, Leticia	1810 S Mill Terrace	Kansas City, MO 64103	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Banquet Server (71)
Zarazuela, Silvia	23791 W. 58th Terr.	Shawnee, KS 66226	T	03/17/2020	Lack of Work	KANSAS CITY INTERC 2	Banquet Server (71)



September 8, 2020

VIA EMAIL (ETT.DWD@dhewd.mo.gov)

WARN Coordinator

Missouri Department of Higher Education & Workforce Development

Office of Workforce Development

PO Box 1087

Jefferson City, MO 65102

VIA U.S. MAIL

Mayor Lyda Krewson

1200 Market

City Hall, Room 200

St. Louis, Missouri 63103

Dear Gentlepersons:

Airport Management Services and Hudson Group (the "Hudson" or "Company") is an employer in the retail travel industry. The Company operates primarily in airports and transportation hubs located throughout the country, including at St. Louis Lambert International Airport, 10701 Lambert International Blvd, St. Louis, Missouri 63145. The Company has seen a sudden, dramatic, and unexpected downturn in sales volume at its St. Louis Lambert International Airport location as a result of the COVID-19 global pandemic which makes continuing operations as is unsustainable, and has caused business needs and circumstances to change in ways that were not reasonably foreseeable as recently as just several days ago.

Initially, the Company believed that the pandemic was going to impact business for a limited period, and employees were temporarily furloughed to adjust to the reduced levels of business in our locations due to the decline in air travel. As flights and passenger travel began to recover the Company began to recall furloughed employees at some of its locations, and we expected to continue to recall employees based on data showing that the pandemic had begun to abate. In addition, the progression of phased reopenings throughout the country gave the Company ample reason to expect that the worst of the crisis would soon be over. However, continuing increases in COVID-19 cases across various parts of the U.S., with some states setting new single day records in August for coronavirus deaths, have led to new travel restrictions and quarantines. This has resulted in travel volume below our expectations at this point in time, with a corresponding reduction in revenue from Hudson's airport business. Based on information from a number of airlines, traveler volume is now expected to remain low in the near term. Major U.S. carriers including United, Spirit and Delta have all scaled back their summer flight plans, which is historically the strongest travel period of the year. Southwest recently announced that it is removing 25 domestic routes from its September schedule, and expects "massive layoffs and service cuts" in October 2020 without continued government support. Additionally, according to a CBS News story on August 7, 2020, more than 80,000 airline workers face furloughs stemming from the reduction in travel due to COVID-19, with 17,000 employees, or 20% of Delta's workforce, having left the company in the past few weeks. Finally, on August 28, 2020, the New York Times reported that American Airlines will reduce its workforce by approximately 40,000, or 30% its workforce, by October 1, 2020.



In short, we have no choice but to confront the new and now inescapable reality that the current situation requires the Company to make fundamental changes by reducing the size of our workforce to adapt to the environment that we could never have foreseen. It is our expectation that this workforce reduction will allow the Company to sustain its operations as we do expect the virus to abate eventually due to the increased restrictions and mitigation measures, which, in turn, will result in the increase of travel and business.

Initially, the Company informed employees of the permanent layoff of employees at the above location effective July 31, 2020. As a result of the unforeseeable increasingly negative impact of the COVID-19 pandemic on our business, additional layoffs, will take effect, which the Company has informed employees and employee representatives that it undertaking. The layoffs are summarized below:

- A permanent layoff of approximately 41 employees at St. Louis Lambert International Airport that took effect at the close of business on July 31, 2020.
- A permanent layoff of approximately 27 employees at St. Louis Lambert International Airport whose furlough will exceed six months. The permanent layoff will take effect at the close of business on Thursday, October 1, 2020.
- A temporary layoff of approximately 16 employees at St. Louis Lambert International Airport for an indefinite period that may last more than six months.

This letter shall serve as notice under the federal WARN Act to the extent it is required, and voluntary notice with respect to those for whom WARN does not apply.

All affected employees have been provided notice of their individual layoff dates. All required notices under WARN were delivered to employees by mail. Other legally required notices to governmental entities are also being mailed at this time. This action is the result of unforeseeable business circumstances, and we are providing this notice at the earliest possible time in light of the rapidly evolving situation and developments.

Attached is a listing of the names, addresses, and job titles of affected employees. Samples of the notices provided to affected employees are enclosed with this letter. Other notices required under law (such as to elected officials and the local Workforce Investment Board) have been mailed today.



NAMES, ADDRESSES AND JOB TITLES OF THE INDIVIDUALS AFFECTED  
JULY 31, 2020



[www.hudsongroup.com](http://www.hudsongroup.com)

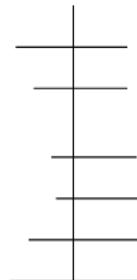
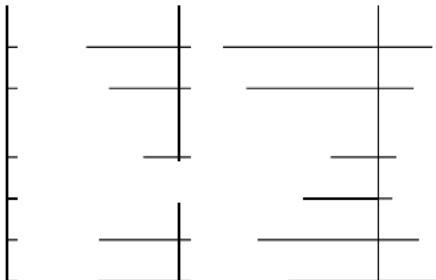
	Service Associate
	Specialty Service Associate
	Specialty Service Associate
	Supervisor-Hourly
	Warehouse Associate

NAMES, ADDRESSES AND JOB TITLES OF THE INDIVIDUALS AFFECTED  
OCTOBER 1, 2020



	Service Associate
	Specialty Service Associate
	Specialty Service Associate
	Supervisor-Hourly
	Supervisor-Hourly
	Supervisor-Hourly
	Warehouse Associate

**NAMES, ADDRESSES AND JOB TITLES OF THE INDIVIDUALS AFFECTED BY TEMPORARY LAYOFF FOR AN INDEFINITE PERIOD THAT MAY LAST MORE THAN SIX MONTHS**



		Service Associate
		Service Associate
		Specialty Service Associate
		Supervisor-Hourly
		Supervisor-Hourly
		Warehouse Associate



July 14, 2020

Dear [Redacted]

When the COVID-19 pandemic first began, we could have never imagined the long-lasting impact that it would have on the global economy, world travel, and of course, our business. As I've shared with you in my previous letters, I've struggled over the past few months to find the right words to convey what a devastating impact this is having on all of us.

Our industry will be vastly different from anything we've ever seen before. For a company like ours whose mission is centered on transforming the travel experience, this is an incredibly difficult reality to confront. We've worked proactively over the past few months to prepare our business for this new reality, but sometimes our efforts to counter outside circumstances are not enough, due to no fault of our own.

As a result of the national emergency and its continuing social and economic impact, we need to make fundamental changes to Hudson by reducing the size of our workforce to adapt to the environment that we could have never foreseen. Unfortunately, effective 11:59 p.m. on July 31, 2020, your status will be converted to permanent termination of employment from your position at St. Louis Lambert International Airport, 10701 Lambert International Blvd, St. Louis, Missouri 63145. We are providing this notice at the earliest possible time in light of the continuously and rapidly changing developments. In addition, you do not have any "bumping" rights (that is, the ability to use your seniority or length of service to remain employed by displacing another employee from their job).

You may continue to be eligible to receive unemployment insurance benefits, and we encourage you to file for these benefits as soon as possible. Please see: <https://labor.mo.gov/unemployed-workers>. Any decision regarding your eligibility for, or the amount of, unemployment insurance benefits that you might be entitled to receive is solely up to the State Department of Labor. You also may be eligible to receive job retraining, re-employment services, or other assistance with obtaining new employment, from the State Department of Labor or its workforce partners upon your termination.

If you are currently enrolled in health benefits, your benefits will continue through July 31, 2020. You will receive a separate notice about continuing your health benefits under the Consolidated Omnibus Budget Reconciliation Act (COBRA).

This was an extremely difficult decision, and one that we wish was avoidable. We also want you to know how much we appreciate your dedication to Hudson and the work you have done on behalf of the company.

Kind regards,



August 28, 2020

Dear [REDACTED]

When the COVID-19 pandemic first began, we could have never imagined the long-lasting impact that it would have on the global economy, world travel, and of course, our business. At that time we placed you on furlough status, we believed the furlough would be very temporary based on the information and guidance available to us. Unfortunately, this global pandemic has not abated as we expected. Instead, the spread of the COVID-19 virus around the United States has surged at an increasing and unprecedented rate, resulting in the imposition of new governmental orders and travel restrictions in many states. The new spread of the virus and the resulting travel restrictions have led to a severe reduction in air travel and business at airports, and in particular, an increasingly dramatic and sustained reduction in Hudson's airport business, that could not reasonably have been predicted when this situation began.

As a result of the national emergency and its continuing social and economic impact, your furlough from your position at St. Louis Lambert International Airport, 10701 Lambert International Blvd, St. Louis, Missouri 63145 will extend beyond six months from when it began. Though your furlough is now reasonably expected to be longer than 6 months, at present your furlough remains temporary and we continue to hope to be able to recall you when governmental, business, and public health and safety conditions allow. If you are currently enrolled in health benefits, your benefits will continue through September 30, 2020. You do not have "bumping rights", meaning the ability to return to work by displacing another employee based on your seniority or length of service with Hudson.

You may continue to be eligible to receive unemployment insurance benefits, and we encourage you to file for these benefits as soon as possible if you have not done so already. Please see: <https://labor.mo.gov/unemployed-workers>. Any decision regarding your eligibility for, or the amount of, unemployment insurance benefits that you might be entitled to receive is solely up to the State Department of Labor.



August 28, 2020

When the COVID-19 pandemic first began, we could have never imagined the long-lasting impact that it would have on the global economy, world travel, and of course, our business. At that time we placed you on furlough status, we believed the furlough would be very temporary based on the information and guidance available to us. Unfortunately, this global pandemic has not abated as we expected. Instead, the spread of the COVID-19 virus around the United States has surged at an increasing and unprecedented rate, resulting in the imposition of new governmental orders and travel restrictions in many states. The new spread of the virus and the resulting travel restrictions have led to a severe reduction in air travel and business at airports, and in particular, an increasingly dramatic and sustained reduction in Hudson's airport business, that could not reasonably have been predicted when this situation began.

As a result of the national emergency and its continuing social and economic impact, we are not able to recall you as expected and you will be permanently terminated from your position at St. Louis Lambert International Airport, 10701 Lambert International Blvd, St. Louis, Missouri 63145 on October 1, 2020 at 11:59 p.m. If you are currently enrolled in health benefits, your benefits will continue through your furlough period and end on October 1, 2020. You will receive a separate notice about continuing your health benefits under the Consolidated Omnibus Budget Reconciliation Act (COBRA). You do not have "bumping rights", meaning the ability to return to work by displacing another employee based on your seniority or length of service with Hudson.

You may continue to be eligible to receive unemployment insurance benefits, and we encourage you to file for these benefits as soon as possible. Please see: <https://labor.mo.gov/unemployed-workers>. Any decision regarding your eligibility for, or the amount of, unemployment insurance benefits that you might be entitled to receive is solely up to the State Department of Labor. You will receive a payroll check either by a separate mailing or direct deposit for your accrued, unused paid time off through October 1, 2020, if any. In addition, the Company has elected to pay you severance in recognition of your years of service and contribution to the Company. Severance payment is being sent to you by either a separate mailing or direct deposit.

This was an extremely difficult decision, and one that we wish was avoidable. We also want you to know how much we appreciate your dedication to Hudson Group and the work you have done on behalf of the company.

# *The Chase Park Plaza*

ROYAL SONESTA HOTEL

September 11, 2020

**Via E-mail and Certified Mail**

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Dear Lisa Marshall:

On April 15, 2020, Sonesta International Hotels Corporation (“Company”) provided a notice that the Chase Park Plaza Royal Sonesta Hotel located at 212 N. Kingshighway Blvd. #27 St. Louis, MO 63108, was either temporarily closing or that operations were being curtailed because of the COVID-19 pandemic. This letter is notice that the Company is making an update to the job action in relation to employees who work at the hotel job site. The hotel is not closing. Instead, 208 employees will continue to be laid off at this employment site for a period of longer than 6 months, effective as of November 10, 2020, which is 60 days from the date the Company notified the impacted employees. Please be advised that all impacted employees were initially placed on temporary layoff status and advised of the Company’s expectations the layoff would last less than 6 months. Unfortunately, for the reasons specified below, the Company has concluded it will be unable to recall these employees within such period and, at this time, it is unable to accurately predict when such a recall will be possible.

To the extent that the Company’s actions constitute a covered action for purposes of the federal WARN Act, and/or any applicable state law, this letter is intended to fulfill any notice requirements. As permitted by 20 C.F.R. § 639.7(f), and any applicable state law, the following additional information is available to you upon request (it is maintained on site and is readily accessible): The job titles of positions to be affected; the number of affected employees in each job classification; an indication as to whether or not bumping rights exist; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any.

The Company is taking this action because of COVID-19-related business circumstances that were not reasonably foreseeable. The Company could not foresee how significantly and for how long a time the epidemic and related governmental lockdown orders, including orders regulating the reopening and operations of hotels, restaurants and bars, would affect the hotel’s operations. We also did not foresee that a number of states would impose and keep in place travel restrictions on residents and non-residents. It was impossible to foresee that these events would gravely impact the hotel’s business beyond a short period, but instead for the long term. The Company is notifying you of this change from the prior temporary to permanent layoff as soon as it was practicable to do so, taking into account the great difficulties we face in projecting when the hotel will be in a position to

reopen or, if already open, projecting staffing needs under these unprecedented circumstances. We would have liked to have given you more advance notice of this action, but were unable to do so due to these circumstances caused by the novel coronavirus epidemic national disaster and ongoing national emergency.



September 18, 2020

**Via E-mail and Certified Mail**

Mayor Bob Nation  
Office of the Mayor  
Chesterfield City Hall  
690 Chesterfield Pkwy West,  
Chesterfield, MO 63017-0670  
Tel: 636-537-4711  
Fax: 636.537.4798  
Email: bnation@chesterfield.mo.us

Lisa Marshall  
WARN Coordinator  
Missouri Department of Higher Education &  
Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
Tel: 573-522-2744  
Email: ETT.DWD@dhewd.mo.gov

**RE: Notice Pursuant to the Federal Worker Adjustment and Retraining  
Notification Act**

To Whom It May Concern,

In compliance with the Federal Worker Adjustment and Retraining Notification (“WARN”) Act (29 U.S.C. § 2101 *et seq.*), P.F. Chang’s China Bistro (the “Company”) is writing to comply with any actual or potential obligation it may have to provide you with notice of a mass layoff, as that term is defined by statute, at our operation located at 1295 Chesterfield Pkwy East, Chesterfield, MO 63017 .

In March 2020, the COVID-19 virus reached pandemic proportions causing various governmental agencies to issue various orders that resulted in our company having to temporarily suspend and/or reduce operations at restaurants across the county including, but not limited to the one identified above. At the time these orders were initially issued in Spring 2020, our Company had no idea of how long the orders would last and, more importantly, the continued impact that the COVID-19 virus would have on our operations. These unforeseen circumstances may have resulted in limiting our ability to schedule shifts and operate as we previously did. Many of our employees, at the restaurant identified above, have suffered a reduction of hours of greater than 50% because of the reduced operations at the restaurant.

As governmental orders limiting restaurant operations remain in place for the foreseeable future, it is now clear to the Company that temporary reduced operations and reduction of hours at the restaurant identified above may last beyond six (6) months from its start back in the Spring.

The reduction of work hours at this location are the unfortunate result of sudden, unexpected COVID-19-related circumstances that were conditions outside of the Company's control and for which the continued duration is still unknown. The reduction of hours lasting beyond six months was not reasonably foreseeable until now. As a result of these unfortunate and unforeseeable circumstances, we are notifying you as soon as practicable, taking into account the great difficulties affecting our industry faces in projecting future staffing needs under the circumstances. Pursuant to 29 U.S.C. § 2101(b)(2)(A), any reduction in the notification period (to the extent a notice is required) is a result of the unforeseeable business circumstances and economic downturn caused by the COVID-19 pandemic.

It is unknown how long the reduction of hours will last as our Company has no control over governmental regulations relating to COVID-19. There will be no bumping rights or bumping procedures since the employees of the Company are not covered by a collective bargaining unit or represented by a union. The reduction of hours, and who is affected, remains unclear, but we anticipate that this will affect up to 75 employees who have been employed for more than six months and previously worked an average of more than 20 hours per week.



September 18, 2020

**Via E-mail and Certified Mail**

Mayor Quinton Lucas  
City Hall, 29th Floor  
414 E 12th St.  
Kansas City, MO 64106  
Tel: 816-513-3500  
Email: MayorQ@kcmo.org

Lisa Marshall  
WARN Coordinator  
Missouri Department of Higher Education &  
Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
Tel: 573-522-2744  
Email: ETT.DWD@dhewd.mo.gov  
Email: lisa\_marshall@dhewd.mo.gov

**RE: Notice Pursuant to the Federal Worker Adjustment and Retraining Notification Act**

To Whom It May Concern,

In compliance with the Federal Worker Adjustment and Retraining Notification (“WARN”) Act (29 U.S.C. § 2101 *et seq.*), P.F. Chang’s China Bistro (the “Company”) is writing to comply with any actual or potential obligation it may have to provide you with notice of a mass layoff, as that term is defined by statute, at our operation located at 102 W 47th St., Kansas City MO 64112 .

In March 2020, the COVID-19 virus reached pandemic proportions causing various governmental agencies to issue various orders that resulted in our company having to temporarily suspend and/or reduce operations at restaurants across the county including, but not limited to the one identified above. At the time these orders were initially issued in Spring 2020, our Company had no idea of how long the orders would last and, more importantly, the continued impact that the COVID-19 virus would have on our operations. These unforeseen circumstances may have resulted in limiting our ability to schedule shifts and operate as we previously did. Many of our employees, at the restaurant identified above, have suffered a reduction of hours of greater than 50% because of the reduced operations at the restaurant.

As governmental orders limiting restaurant operations remain in place for the foreseeable future, it is now clear to the Company that temporary reduced operations and reduction of hours at the restaurant identified above may last beyond six (6) months from its start back in the Spring.

The reduction of work hours at this location are the unfortunate result of sudden, unexpected COVID-19-related circumstances that were conditions outside of the Company's control and for which the continued duration is still unknown. The reduction of hours lasting beyond six months was not reasonably foreseeable until now. As a result of these unfortunate and unforeseeable circumstances, we are notifying you as soon as practicable, taking into account the great difficulties affecting our industry faces in projecting future staffing needs under the circumstances. Pursuant to 29 U.S.C. § 2101(b)(2)(A), any reduction in the notification period (to the extent a notice is required) is a result of the unforeseeable business circumstances and economic downturn caused by the COVID-19 pandemic.

It is unknown how long the reduction of hours will last as our Company has no control over governmental regulations relating to COVID-19. There will be no bumping rights or bumping procedures since the employees of the Company are not covered by a collective bargaining unit or represented by a union. The reduction of hours, and who is affected, remains unclear, but we anticipate that this will affect up to 75 employees who have been employed for more than six months and previously worked an average of more than 20 hours per week.



September 18, 2020

**Via E-mail and Certified Mail**

Mayor Dan Borgmeyer  
200 N Second Street  
St. Charles, MO 63301  
Tel: 636-949-3268  
Fax: 636-949-3275  
Email: dan.borgmeyer@stcharlescitymo.gov

Lisa Marshall  
WARN Coordinator  
Missouri Department of Higher Education &  
Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
Tel: 573-522-2744  
Email: ETT.DWD@dhewd.mo.gov  
Email: lisa\_marshall@dhewd.mo.gov

**RE: Notice Pursuant to the Federal Worker Adjustment and Retraining Notification Act**

To Whom It May Concern,

In compliance with the Federal Worker Adjustment and Retraining Notification (“WARN”) Act (29 U.S.C. § 2101 *et seq.*), P.F. Chang’s China Bistro (the “Company”) is writing to comply with any actual or potential obligation it may have to provide you with notice of a mass layoff, as that term is defined by statute, at our operation located at 400 Lombard Street, Saint Charles, MO 63303 .

In March 2020, the COVID-19 virus reached pandemic proportions causing various governmental agencies to issue various orders that resulted in our company having to temporarily suspend and/or reduce operations at restaurants across the county including, but not limited to the one identified above. At the time these orders were initially issued in Spring 2020, our Company had no idea of how long the orders would last and, more importantly, the continued impact that the COVID-19 virus would have on our operations. These unforeseen circumstances may have resulted in limiting our ability to schedule shifts and operate as we previously did. Many of our employees, at the restaurant identified above, have suffered a reduction of hours of greater than 50% because of the reduced operations at the restaurant.

As governmental orders limiting restaurant operations remain in place for the foreseeable future, it is now clear to the Company that temporary reduced operations and reduction of hours at the restaurant identified above may last beyond six (6) months from its start back in the Spring.

The reduction of work hours at this location are the unfortunate result of sudden, unexpected COVID-19-related circumstances that were conditions outside of the Company's control and for which the continued duration is still unknown. The reduction of hours lasting beyond six months was not reasonably foreseeable until now. As a result of these unfortunate and unforeseeable circumstances, we are notifying you as soon as practicable, taking into account the great difficulties affecting our industry faces in projecting future staffing needs under the circumstances. Pursuant to 29 U.S.C. § 2101(b)(2)(A), any reduction in the notification period (to the extent a notice is required) is a result of the unforeseeable business circumstances and economic downturn caused by the COVID-19 pandemic.

It is unknown how long the reduction of hours will last as our Company has no control over governmental regulations relating to COVID-19. There will be no bumping rights or bumping procedures since the employees of the Company are not covered by a collective bargaining unit or represented by a union. The reduction of hours, and who is affected, remains unclear, but we anticipate that this will affect up to 75 employees who have been employed for more than six months and previously worked an average of more than 20 hours per week.



Dedicated to Hope, Healing and Recovery

October 12, 2020

**VIA EMAIL AND REGULAR U.S. MAIL**

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102  
Email: [ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

County Executive Sam Page  
Administration Building (9th Floor)  
41 South Central  
Clayton, MO 63105  
Email: [spage@stlouisco.com](mailto:spage@stlouisco.com)

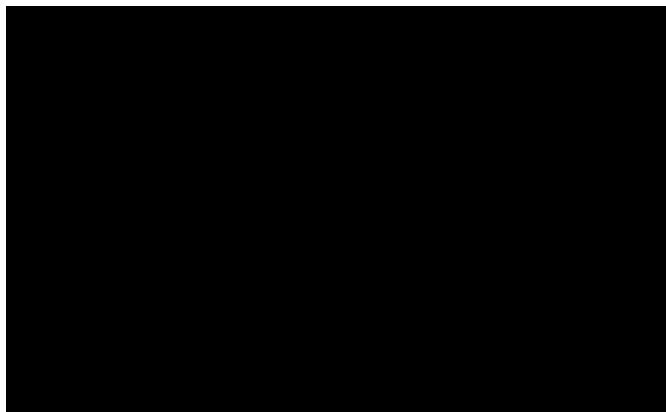
Mayor Michelle Harris  
Clayton City Hall  
10 N. Bemiston Avenue  
Clayton, MO 63105  
Email: [mharris@claytonmo.gov](mailto:mharris@claytonmo.gov)

Dear Sir/Madam:

This is to notify you that Kindred Healthcare, LLC has made a business decision to discontinue a substantial portion of its operations located at 7733 Forsyth Blvd., Suite 1700, St. Louis MO 63105 as a result of the sale of operations to another company. In connection with the discontinuation, we will cease a substantial portion of our operations at this facility on December 1, 2020. This action is expected to be permanent.

Employee separations in connection with the transaction are expected to commence during the 14-day period starting on December 10, 2020 with separations expected to occur through March 1, 2021 as we wind down operations. There are sixty (60) employees who will be affected by the St. Louis facility closing. There are no applicable bumping rights.

The information contained in this letter is based on the best information available to the Company at this time. As permitted by 20 C.F.R. § 639.7(f), the Company maintains other information required by 20 C.F.R. § 639.7(e) on site and readily accessible. For further information or to review the material required by 20 C.F.R. §639.7(e), please contact Curt Davies at (314) 267-1734.





Mr. Bill Reiboldt – Newton County Presiding Commissioner

AMENDED 10/19/20

**BY FACSIMILE: 417-455-0255**

Newton County Commissioners' Office

Re: **Missouri Walnut, LLC**

Dear Mr. Reiboldt:

This is to advise you that **Missouri Walnut, LLC** will be closing a portion of its business located at **11417 Oak Rd. Neosho, MO 64850**. The expected date of this closing will be December 15<sup>th</sup>, or within 14 days thereafter. The affected employees will be terminated on that date. It is anticipated that this will be a **permanent** closing of the log sawing department.

The total number of employees affected by this closing could be as many as 60. Attached is a list of the job titles that might be affected by this action, and the number of affected incumbents in those jobs.

There will be bumping or transfer rights to other jobs or locations.



The following positions may be impacted in this closing along with the amount of team members in each position:

Accounting Support	1
Driver	7
Forklift Operator	5
IT Support	1
Loader Operator	4
Log Buyer	4
Log Yard Supv	1
Lumber Inspector	1
Machine Operator	8
Sr. Maint Manager	1
Maintenance Technician	3
Material Handler	15
Payroll Specialist	1
Purchasing Clerk	1
Sales Representative	1
Saw Filer	1
Sawmill Manager	1
Sawmill Supervisor	1
Sawyer	1
Trucking Coordinator	1
Trucking Supervisor	1
<b>Total</b>	<b>60</b>



Mr. Bill Reiboldt – Newton County Presiding Commissioner

10/14/20

**BY FACSIMILE: 417-455-0255**

Newton County Commissioners' Office

Re: **Missouri Walnut, LLC**

Dear Mr. Reiboldt:

This is to advise you that **Missouri Walnut, LLC** will be closing a portion of its business located at **11417 Oak Rd. Neosho, MO 64850**. The expected date of this closing will be December 15<sup>th</sup>, or within 14 days thereafter. The affected employees will be terminated on that date. It is anticipated that this will be a **permanent** closing of the entire sawmill and trucking facility.

The total number of employees affected by this closing is 60. Attached is a list of the job titles affected by this action, and the number of affected incumbents in those jobs.

There will be bumping or transfer rights to other jobs or locations.

The following positions will be impacted in this closing along with the amount of team members in each position:

Accounting Support	1
Driver	7
Forklift Operator	5
IT Support	1
Loader Operator	4
Log Buyer	4
Log Yard Supv	1
Lumber Inspector	1
Machine Operator	8
Sr. Maint Manager	1
Maintenance Technician	3
Material Handler	15
Payroll Specialist	1
Purchasing Clerk	1
Sales Representative	1
Saw Filer	1
Sawmill Manager	1
Sawmill Supervisor	1
Sawyer	1
Trucking Coordinator	1
Trucking Supervisor	1
<b>Total</b>	<b>60</b>



October 16, 2020

**VIA UPS AND/OR ELECTRONIC MAIL**

Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102  
[ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

Mayor Quinton Lucas  
City Hall  
414 E. 12th St. 29th Fl.  
Kansas City, MO 64106

Re: **COVID-19 Related Layoffs/Terminations**  
**Aramark at Kansas City Convention Center:**  
**301 W. 13th Street, Kansas City MO 64105**

To Whom It May Concern:

Aramark has experienced unprecedeted disruption to our business caused by the COVID-19 global pandemic. Kansas City Convention Center just informed us that it does not anticipate business improving in full for an undefined period of time and will only need our services in a limited capacity, if at all, during this time-period.

Accordingly, this letter will serve as notice of the reduction in force in accordance with the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 et seq. ("WARN") and any applicable state or local WARN laws. The event was caused by COVID-19 related business circumstances that were not reasonably foreseeable at the time that WARN notice would have been required. We regret to inform you that all or most of the Aramark employees assigned to that client account will be or have been affected.

1. As a result of the reduction in force described above, Aramark intends to lay off/extend the layoff, reduce hours and/or terminate its employees at Kansas City Convention Center. We anticipate an improvement in business conditions as soon as reasonably feasible depending on the evolving COVID-19 pandemic and based upon our client's business needs but do not yet know when that will occur.



2. The specific job titles of our employees affected by this event, as well as the number of our employees in each job classification, are listed on the attachment to this notice.
3. There are no bumping rights applicable to these employees.
4. The name of each union representing our employees affected by this event and the name and address of the chief elected officer of each union is as follows:

Charles Onwuche  
SEIU/WU Local 1  
4526 The Paseo  
Kansas City, MO 64110  
[onwuchec@seiu1.org](mailto:onwuchec@seiu1.org)

Row Labels	Count of Job Title
Conference Worker	5
Cook	2
Food Prep Worker	2
Food Service Lead Worker	1
General Utility Worker	7
Grill Cook	1
Hourly Supervisor	5
Lead Cook	2
Lead Waiter/Waitress	1
Money Room Attendant	2
Stand Lead Worker	2
Waiter/Waitress	4
Warehouse Worker	4
<b>Grand Total</b>	<b>38</b>

Lay Off: Hourly Nonunion

Row Labels	Count of Job Title
Bartender	7
Cashier	3
Runner	1
Stand Lead Worker	2
<b>Grand Total</b>	<b>13</b>

Lay Off: Hourly Union

Row Labels	Count of Job Title
Catering & Premium Service Assc	1
Chef de Cuisine	1
<b>Grand Total</b>	<b>2</b>

Lay Off: Salaried Exempt Nonunion

Row Labels	Count of Job Title
Bartender	9
Stand Lead Worker	1
<b>Grand Total</b>	<b>10</b>

Reduced Hours: Hourly Union

Row Labels	Count of Job Title
Dietary Worker	1
General Utility Lead Worker	1
Hourly Supervisor	1
<b>Grand Total</b>	<b>3</b>

Reduced Hours: Hourly Nonunion

Row Labels	Count of Job Title
Executive Chef	1
<b>Grand Total</b>	<b>1</b>

Termination: Salaried Exempt Nonunion

KANSAS CITY CONVENTION CENTER - KANSAS CITY MO



October 16, 2020

**VIA UPS AND/OR ELECTRONIC MAIL**

Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102  
[ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

Mayor Quinton Lucas  
City Hall  
414 E. 12th St. 29th Fl.  
Kansas City, MO 64106

Re: **COVID-19 Related Layoffs/Terminations**  
**Aramark at Kauffman Stadium:**  
**1 Royal Way, Kansas City MO 64129**

To Whom It May Concern:

Aramark has experienced unprecedeted disruption to our business caused by the COVID-19 global pandemic. Kauffman Stadium just informed us that it does not anticipate business improving in full for an undefined period of time and will only need our services in a limited capacity, if at all, during this time-period.

Accordingly, this letter will serve as notice of the reduction in force in accordance with the federal Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 et seq. ("WARN") and any applicable state or local WARN laws. The event was caused by COVID-19 related business circumstances that were not reasonably foreseeable at the time that WARN notice would have been required. We regret to inform you that all or most of the Aramark employees assigned to that client account will be or have been affected.

1. As a result of the reduction in force described above, Aramark intends to lay off/extend the layoff, reduce hours and/or terminate its employees at Kauffman Stadium. We anticipate an improvement in business conditions as soon as reasonably feasible depending on the evolving COVID-19 pandemic and based upon our client's business needs but do not yet know when that will occur.



2. The specific job titles of our employees affected by this event, as well as the number of our employees in each job classification, are listed on the attachment to this notice.
3. There are no bumping rights applicable to these employees.
4. The name of each union representing our employees affected by this event and the name and address of the chief elected officer of each union is as follows:

Jose Aragon  
SEIU/WU Local 1  
4526 The Paseo  
Kansas City, MO 64110  
[aragonj@seiu.org](mailto:aragonj@seiu.org)

Row Labels	Count of Job Title
Bakery Production Worker	1
Bartender	45
Cashier	5
Cook	34
Cook Supervisor	1
Food Service Lead Worker	1
General Utility Worker	20
Grill Cook	1
Guest Services Worker	1
Host/Hostess	3
Hourly Supervisor	20
Lead Cook	13
Lead Waiter/Waitress	2
Money Room Attendant	9
Office Lead Worker	3
Office Worker	4
Retail Sales Lead Worker	3
Runner	40
Security Lead Worker	1
Security Worker	1
Stand Lead Worker	12
Suite Attendant	7
Waiter/Waitress	70
Warehouse Worker	1
<b>Grand Total</b>	<b>298</b>
Lay Off: Hourly Nonunion	

Row Labels	Count of Job Title
Beverage Attendant	1
Cashier	33
Cook	3
Food Prep Worker	30
General Utility Worker	4
Grill Cook	18
Hourly Supervisor	5
Office Worker	2
Retail Sales Lead Worker	1
Retail Sales Worker	33
Runner	3
Stand Lead Worker	15
Stand Worker	20
Vendor	29
Waiter/Waitress	1
Warehouse Worker	16
<b>Grand Total</b>	<b>214</b>
Lay Off: Hourly Union	

Row Labels	Count of Job Title
Cashier	3
Retail Sales Lead Worker	2
Retail Sales Worker	1
<b>Grand Total</b>	<b>6</b>
Reduced Hours: Hourly Union	

Row Labels	Count of Job Title
Catering & Premium Service	2
Food Safety Specialist	1
Human Resources Specialist	1
Sales Director Unit	1
Unit Controller	1
Unit Controller Associate	1
Warehouse Director	1
<b>Grand Total</b>	<b>8</b>
Lay Off: Salaried Exempt Nonunion	

Row Labels	Count of Job Title
Bartender	5
Cook	5
General Utility Worker	1
Hourly Supervisor	5
Lead Cook	4
Lead Waiter/Waitress	2
Office Lead Worker	1
Office Worker	2
Retail Sales Lead Worker	3
Runner	6
Stand Lead Worker	2
Suite Attendant	1
Waiter/Waitress	4
Warehouse Lead Worker	1
<b>Grand Total</b>	<b>42</b>
Reduced Hours: Hourly Nonunion	

KAUFFMAN STADIUM - KANSAS CITY MO

Row Labels	Count of Job Title
Customer Dining Manager	1
Food Service Manager	1
Retail Manager	1
<b>Grand Total</b>	<b>3</b>
Termination: Salaried Exempt Nonunion	

THE  
**FONTAINE**  
A KANSAS CITY HOTEL

901 W. 48th Place  
Kansas City, Missouri 64112  
816 753 8800

August 25, 2020

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Honorable Frank White, Jr.,  
County Executive, Jackson County, Missouri  
415 E 12th Street  
Kansas City, MO 64106

Honorable Quinton Lucas  
Mayor, City of Kansas City, Missouri  
City Hall, 29th Floor  
414 E 12th St.  
Kansas City, Mo. 64106  
[MayorQ@kcmo.org](mailto:MayorQ@kcmo.org)

RE:     WARN Update

To Whom It May Concern:

In May 2020, we provided notice to you of layoffs from The Fontaine Hotel, 901 W. 48th Place, Kansas City, MO 64015 (the “Hotel”). The layoffs were due to the Coronavirus (“COVID-19”) pandemic, as the services of many of the Hotel’s employees were not needed. At that time, the Hotel reasonably anticipated it would resume normal operations during the summer months. However, notwithstanding some efforts to “reopen” the State, tourism and travel remains severely disrupted by the COVID-19 pandemic which is impacting our occupancy, conference and banquet business not only in the short-term, but likely for future months. Based on the current circumstances, the temporary layoffs at the Hotel are now expected to extend beyond a period of six-months for a number of employees.

Should any further notice be required, it has been given as soon as it was practicable in light of the unpredictable, ever-changing events surrounding COVID-19, which is recognized as a global pandemic, natural disaster (or similar effects of nature), and state of emergency. The vast impact of the COVID-19 outbreak, has been unprecedented, and unforeseeable, resulting in the issuing of multiple orders of a state of emergency, business closings and stay-at-home directives, including mandates that severely restrict the size of social gatherings or severely limit indoor activities such as conferences, banquets, social events, and restaurant operations.



THE  
**FONTAINE**  
A KANSAS CITY HOTEL

901 W. 48th Place  
Kansas City, Missouri 64112  
816 753 8800

Most recently, in response to new “spikes” of the virus, Mayor Quinton Lucas has extended the State of Emergency in Kansas City until January 16, 2021. All employees or visitors to any place of public accommodation must continue to wear face coverings in an area or while performing an activity which will necessarily involve close contact or proximity to co-workers or the public where six feet of separation is not feasible. Taverns and bars continue to operate at a 50 percent maximum capacity. Past orders by the State and local health officials have been extended, expanded or rolled back. Many States are now mandating that out-of-state travelers from designated “hot spots” must quarantine upon arrival which has served only to frustrate personal and business travel. The unforeseen persistence and unpredictable impact of COVID-19 together with national and local government measures to limit the spread of the virus, many announced for short periods of time but later extended or expanded, have significantly impacted our business not merely for a short period, but now for a period that could exceed six months.

Impacted employees are being notified, beginning on or about August 25, 2020, that the duration of the layoffs may be extended beyond the time originally thought. The Hotel’s employees are not represented by a union, and no bumping rights exist for employees.

Enclosed is a list of the affected job classifications and the number of affected employees in each job classification.



THE  
**F O N T A I N E**  
A KANSAS CITY HOTEL

901 W. 48th Place  
Kansas City, Missouri 64112  
816 753 8800

Job Title	Total
Accounting Manager	1
Banquet Server	3
Bartender	3
Cook 1 - Outlet 1	1
Cook 2 - Outlet 1	3
Director of Food & Bever	1
Dishwasher	1
F&B Supervisor - Outlet	1
Front Desk Agent	1
Greeter/Cashier - Outlet	5
Laundry Attendant	1
Lobby Attendant	1
Mini Bar Attendant	1
Outlet Server - Outlet 1	5
Parking Attendant	5
Prep Cook	1
Room Attendant	1
Room Service Server	1
Sales Manager	2
Sous Chef	1
Grand Total	39



Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
E-mail: lisa\_marshall@dhewd.mo.gov

Honorable Frank White, Jr.,  
County Executive, Jackson County, Missouri  
[pgerard@pinellascounty.org](mailto:pgerard@pinellascounty.org)

Honorable Quinton Lucas  
Mayor, City of Kansas City, Missouri  
[MayorQ@kcmo.org](mailto:MayorQ@kcmo.org)

To Whom It May Concern:

I am writing on behalf of the Fontaine Hotel (the “Hotel”) located at 901 W. 48<sup>th</sup> Place, Kansas City, MO 64112. As you know, the COVID-19 public health crisis continues to have a profound and sustained effect on the global economy and has created unprecedented challenges for the lodging industry, and the Hotel is no exception. Due to the crisis, Hotel employees have been impacted by layoffs or significant loss of hours.

At this time we believe the layoff to be temporary, such that it would not trigger state or federal Worker Adjustment Retraining Notification Act (the “WARN Act”) requirements. However, the duration of the current crisis, and its continued impact on our business, is unclear. Travel for both business and pleasure will take some time to rebound, so unfortunately it is impossible to predict with any certainty when we will be able to recall affected employees. Therefore, out of an abundance of caution, we are providing this notice to comply with any obligations we may have under the WARN Act. We are doing so as soon as was practicable given the continuing uncertainty of the duration of the COVID-19 crisis, which as you know is recognized as a global pandemic, natural disaster, physical calamity, and designated National Emergency.

Impacted employees are being notified, beginning on or about May 6, 2020, that the duration of the layoffs may be extended beyond the time originally thought. The Hotel’s employees are not represented by a union, and no bumping rights exist for employees.

Enclosed is a list of the affected job classifications and the number of affected employees in each job classification.

Count of Job Title	
Job Title	Total
Accounting Manager	1
Banquet Server	3
Bartender - Rest 1	5
Bus Staff - Rest 1	1
Catering Sales Manager	1
Cook 2 - Outlet 1	1
Dir of Food & Beverage	1
Dishwasher	1
Executive Sous Chef	1
Greeter/Cashier - Rest 1	5
Housekeeping Manager	1
Housekeeping Supervisor	1
Houseperson	1
Laundry Attendant	1
Line Cook - Rest 1	3
Lobby Attendant	3
Mini Bar Attendant	1
Parking Attendant	7
Prep Cook - Rest 1	1
Room Attendant	11
Sales Manager	1
Server - Lounge	1
Server - Rest 1	6
Server - Room Service	2
Sous Chef - Rest 1	1
Steward - Rest 1	1
Supervisor - Rest 1	1
Grand Total	63

October 28, 2020

**Via E-mail and Certified Mail**

State Rapid Response Coordinator  
Office of Workforce Development  
301 W High St, Suite 870  
Jefferson City, MO 65102  
[lisa\\_marshall@ded.mo.gov](mailto:lisa_marshall@ded.mo.gov)



Re: Announcement of Planned Action

To Whom It May Concern:

Aimbridge Hospitality has recently learned that HCW, LLC owner of the Hilton Branson Convention Center Hotel located at 200 East Main Street, Branson, MO 65616 ("Hotel"), has decided to switch management companies at the Hotel effective December 31, 2020, from Aimbridge to HCW, LLC. As a result of this change, we are writing to inform you that Aimbridge will separate all Hotel employees from its payroll effective December 31, 2020, which is the date of the first separation. This mass layoff of employees from Aimbridge's employment is expected to be permanent because Aimbridge will no longer manage the Hotel. It is Aimbridge's understanding, however, that HCW, LLC intends to hire all of the Hotel's employees immediately upon the management change so that no Hotel employees suffer a job loss, but you will need to confirm HCW, LLC's hiring plans with it.

All 102 affected employees have been notified of their separation dates from Aimbridge and that their separation from employment with Aimbridge will be permanent. As noted above, all separations from Aimbridge will accomplished on December 31, 2020. A list of the job positions and number of individuals who will be affected by the mass layoff from employment with Aimbridge along with the anticipated schedule for job losses is available upon request.

Because Aimbridge will no longer be the employer of the employees at the hotel, there will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this closure.



## WARN NOTICE TO STATE DISLOCATED WORKER UNIT

To: **WARN Coordinator**  
MO Dept of Higher Education & Workforce Development-Office of Workforce Development  
PO Box 1087, Jefferson City, MO 65102

Date: November 6, 2020

Pursuant to this notice, Sodexo operations, as noted below, have had or will have its employees in our food service and/or facilities management services on temporary lay-off due to the COVID crisis impact. At this time, employees are being placed on, or have been placed on, temporary lay-off status, with only a few permanent separations associated with this crisis and business impact.

This notice is being provided to you in compliance with the federal WARN Act (Worker Adjustment and Retraining Notification Act) and any applicable state WARN Act. Sodexo is providing less than 60 days notice of this action because of business circumstances that were not reasonably foreseeable and outside of Sodexo's control due to the COVID-19 public health emergency. This information is based on the best information currently available to us but may change due to subsequent events beyond our control, such as the COVID-19 pandemic.

Company Name: Sodexo, Inc.

Facility Address: UNIV OF MISSOURI KANSAS CITY  
5100 ROCKHILL ROAD/UNIVERSITY CTR  
KANSAS CITY, MO 64110

Expected date of first separation: March 2020

Anticipated schedule  
for making separations: May be continuous through February  
2021

Sodexo employees were first placed on temporary layoff status in March 2020, including subsequent dates thereafter, and will continue a temporary layoff status for more than six months. This action is expected to be temporary. The temporary layoffs may continue through February 2021 based on modifications of the academic calendar resuming.

Job titles of positions to be affected and number of affected employees in each job classification:

Please see additional document: Sodexo UNIV OF MISSOURI KANSAS CITY Job Table.pdf

Bumping rights do not exist.

Name of Union representing  
affected employees: N/A

Name and Address of the  
Chief Elected Officer of that  
Union: N/A

**WARN Notice**

**Sodexo UNIV OF MISSOURI KANSAS CITY**

**Impacted Employees**

<b>Location Name</b>	<b>Job Descriptions</b>	<b># of Employees Impacted</b>
UNIV OF MISSOURI KANSAS CITY	Cashier	2
	Cashier - Senior	1
	Cook - Senior	1
	Cook I	5
	Cook II	4
	Driver - Goods-Materials-Psngr	1
	Food Service Worker	7
	Student Worker	43
	Supervisor - Food	1
	Supervisor - Food - Senior	1
	Unit Clerical - Senior	1
	Utility Worker	4
<b>UNIV OF MISSOURI KANSAS CITY Total</b>		<b>71</b>



November 10, 2020

**VIA EMAIL**

[ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

Dear Sir/Madam:

This letter is being provided to you in compliance with the federal WARN Act (Worker Adjustment and Retraining Notification Act, Public Law 100-379). The information in this letter is based on the best information currently available to us but may change due to subsequent events beyond our control or current knowledge.

The McClatchy Company, LLC will be reducing staff, an action which will impact employees currently performing work at The Kansas City Star's production department, located at 1601 McGee Street, Kansas City, MO 64108.

At this time, we anticipate that we will be eliminating jobs of approximately 68 full time and 56 part time employees. We expect this change to be permanent.

The following is a list of all positions that will be eliminated along with the number of full time and part time employees currently in each category:

JOB TITLE	FT	PT
Building Service Supervisor	1	
Commercial Print Coordinator/Specialist	1	
Director, Product & Delivery & Trucking	1	
Distribution Dock Supervisor	2	
Electrician	2	
Forklift Operator	5	1
Insert Receiving Specialist	1	
Machine Supervisor	4	
Machinist	2	
Machinist-Folder Specialist	1	
Mail Center Lead	1	
Inserter	6	43
Mechanic Mailroom	1	
Night Shift Lead	1	
Night Shift Lead Mechanic	1	
Office Coordinator	1	
P&D Foreman	2	
Packaging Lead	1	
Palletizer	2	10
Plan, Ship, Receive Lead	1	

Plan, Ship, Receive Supervisor	1
Pre-Press Specialist	1
Press Crew Member	1
Press Foreman	2
Press Supervisor Assistant	8
Pressroom Maintenance	3
Production Facilities Maintenance Manager	1
Production Planning Specialist	2
VP of Production – Central	1
Roll Prep Specialist	2
Senior Plateroom Specialist	1
Shift Manager	1
Shipping/Receiving Specialist	1
Supervisor Pressroom	5
Systems Manager – Production	1
Warehouse Supervisor	1

Employees working in the above positions are not represented by a union. There are no bumping rights relevant to any of these job eliminations.

The expected dates of the eliminations will be from January 16, 2021 through December 31, 2021. All affected employees were notified of this action on November 10, 2020.

The McClatchy Company, LLC intends to offer severance pay to employees who are not offered continued comparable employment.

Meridian Medical Technologies", Inc.  
1945 Craig Road  
St. Louis, MO 63146

**VIA U.S. MAIL**

November 20, 2020

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

To Whom It May Concern:

On November 9, 2020 we provided you with a 60 day WARN notice regarding Meridian Medical Technologies' plans to eliminate the third shift at its Westport facility. As we explained at the time, our union colleagues, represented by the International Brotherhood of Teamsters, Local 688, have bumping rights. We have now been through the bumping process. Pursuant to WARN, and as a result of the bumping process, below is a list of the job titles and number of impacted non-Union Union colleagues in each job title.

**Non-Union**

Maintenance Supervisor - **1**  
Manufacturing Supervisor - **3**  
Quality Assurance Inspector - **2**

**Union**

Assembly Technicians - **23**  
Inspectors - **29**  
Material Handler - **1**  
Production Mechanics - **4**



Breakthroughs that  
change patients' lives



**Meridian Medical Technologies™, Inc.**  
1945 Craig Road  
St. Louis, MO 63146

**VIA U.S. MAIL**

November 9, 2020

WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

To Whom It May Concern:

This letter is to inform you that Meridian Medical Technologies (the “Company”), will be eliminating the third shift at its Westport facility, 1945 Craig Road, St. Louis, MO 63146. Accordingly, the impacted employees’ last day worked will be on or about November 13, 2020. The Company will provide paid non-working notice through January 18, 2021.

We expect this action to be permanent and to impact 60 union and 10 non-union employees. The union colleagues have bumping rights and once that bumping process is complete, we will provide further details about impacted workers. The unionized colleagues are represented by the International Brotherhood of Teamsters, Local 688, 4349 Woodson Road, Suite 200, St. Louis, MO 63134 (Jim Sprinkle, President).



**Breakthroughs that  
change patients' lives**

---

11/19/2020

Lisa Marshall, WARN Coordinator  
Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
301 W. High Street Suite 870  
Jefferson City, MO 65101

This letter is to advise you that State Farm Mutual Automobile Insurance Company (the "Company") will be conducting a reduction in force at the following facility:

**Facility Name & Address**

Corporate Woods Operations Center  
111 Corporate Office Dr. Suite 300  
Earth City, MO 63045

The Company anticipates that the affected employees will be separated from employment on January 31, 2021.

The Company does not concede that this event constitutes a qualifying event under the terms of the federal Worker Adjustment and Retraining Notification (WARN) Act. However, the Company is providing notice to all affected employees in light of the fact the WARN Act, at 29 U.S.C. § 2106, encourages employers to provide notice even when not legally required to do so.

The list of job titles of the positions, and the number of employees in each of those job titles, affected by this reduction in force is attached hereto as Attachment A. None of the impacted employees is represented by a union.

This reduction in force/movement of the positions is expected to be permanent. The entire facility will be closed as a result of this action. No bumping rights exist for employees.

This letter and its enclosure are provided to satisfy any notice requirements that may apply under the federal WARN Act and/or any other notice laws. All affected employees have been informed by individual written notices about these plans and their planned separation date.

If the Company's plans or the timing of separations change, you will be informed as additional information becomes available.

**Attachment A**

The current job titles and number of employees currently in those positions, and the anticipated timetable for separations, are shown below.

Planned Date of Separation

January 31, 2021
------------------

**Corporate Woods Operations Center  
111 Corporate Office Dr. Ste. 300  
Earth City, MO 63045**

Job Title	# Affected Employees
Administrative Assistant	1
Bank Customer Service Rep	41
Bank Operations Manager	2
Bank Operations Representative	32
Bank Supervisor	9
Consumer Loan Credit Analyst	13
Leadership Development Associate	3
Learning Delivery Facilitator	1
Loan Coordinator	4
Mortgage Loan Closer	1
Mortgage Loan Processor	2
Systems Coordinator	2
<b>Total</b>	<b>111</b>



AAA.com

November 24, 2020

**Via Regular Mail and FEDEX**

Lisa Marshall  
WARN Coordinator  
Missouri Department of Higher Education and Workforce Development  
Office of Workforce Development  
301 West High Street  
Jefferson City, Missouri 65101

The Honorable Mayor  
Matthew G. Robinson  
723 Bellflower Drive  
Hazelwood, Missouri 63042

**Re: Announcement of Planned Layoffs**

Dear Ms. Marshall and Mayor Robinson:

We are writing to give you notice that the Automobile Club of Missouri ("ACMO") has made the business decision to close its fleet facility located at 4782 Park 370 Blvd., Hazelwood, Missouri. This decision was not taken lightly and after considerable thought and after a close review of how service is provided to ACMO members in markets other than St. Louis, ACMO has chosen to discontinue its fleet and to provide road services through independent contractors.

It is expected that employment separations will begin on February 5, 2021, and additional separations will occur throughout that year. Although WARN requires a 60-day notice, under the ACMO's Staff Reduction Program, employees have been provided a 90-day notice that began on November 6, 2020.

All affected employees have been or will be timely notified of their separation dates and that their separation from employment will be permanent. A listing of job titles impacted is attached as Exhibit A. The affected employees are not represented by a union. There will not be any bumping rights for the affected employees; that is, employees will not be able to displace more junior employees out of their job positions because of this lay off.

This notice is being provided pursuant to the Worker Adjustment and Retraining Notification Act of 1988, which requires employers to give official notice to certain governmental units or officials of a pending mass lay off.

**Attachment – Exhibit A**

12901 North Forty Drive, St. Louis, MO 63141 • P.O. Box 14611, St. Louis, MO 63178 • 314.523.7350 • FAX 314.523.6633

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**Exhibit A**

Fleet Job Titles	Employee Count Impacted
<b>Admin Assistant I</b>	<b>2</b>
<b>Admin Assistant II</b>	<b>1</b>
<b>Battery Svc. Driver - ACMO</b>	<b>36</b>
<b>Mechanic Fleet</b>	<b>1</b>
<b>Spv. Fleet Svcs. Group</b>	<b>8</b>
<b>Tech Fld. Svcs. I1 Hrly</b>	<b>1</b>
<b>Tech General Svc.</b>	<b>1</b>
<b>Tow Svc. Driver</b>	<b>45</b>
<b>Grand Total</b>	<b>95</b>

12901 North Forty Drive, St. Louis, MO 63141 • P.O. Box 14611, St. Louis, MO 63178 • 314.523.7350 • FAX 314.523.6633

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November 24, 2020

BY E-MAIL TO: [ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

WARN Coordinator

Missouri Department of Higher Education & Workforce Development  
Office of Workforce Development  
PO Box 1087  
Jefferson City, MO 65102

**Re: Notice of Contract Termination**

To Whom It May Concern:

This letter is to notify you that Children's Mercy Hospital has made the decision to permanently terminate **Anesthesia Associates of Kansas City's (AAKC)** contracts for pediatric critical care and pediatric anesthesia effective January 31, 2021. The facility is located at 2401 Gillham Rd, Kansas City, MO 64108.

It is expected that most employees' last day of work with **AAKC** will occur January 31, although each employee's last day of work could be earlier depending on the amount of staffing which is required to meet patient needs. Fortunately, Children's Mercy Hospital has offered employment to our health care providers. Each employee has been notified of his/her scheduled last day of work with **AAKC**.

There are approximately 68 **AAKC** employees at this facility, some of whom have less than 6 months of service. Anesthesia Associates of Kansas City is non-unionized. We are providing you with this notice as required by the WARN Act (Worker Adjustment and Retraining Notification Act).

We appreciate your assistance. If you have any questions, please feel free to contact me at the phone number listed.

Dear Government Agency Leader:

With the exciting news that the COVID-19 economic relief package has been signed into law, I am thrilled to follow up on my previous communications to you regarding Southwest's planned furloughs and permanent layoffs, which were delivered to satisfy the requirements of the Worker Adjustment and Retraining Notification Act (29 U.S.C. §§ 2101 et seq.) and regulations promulgated thereunder, or other state or local laws (collectively, the "Acts").

As outlined in my previous communication, with the government's enactment of a satisfactory extension of the Payroll Support Program (PSP), Southwest Airlines is pleased to inform you that it has rescinded all temporary involuntary Employee furloughs and permanent layoffs described in my prior correspondence.

Southwest Airlines is tremendously grateful for the recognition by federal leaders that the airlines are an indispensable part of the U.S. economy and that the PSP has been a successful program deserving of an extension.

For further information, please contact Dawn Siemiet, Senior Manager at 214-792-6477 and [WARNsupport@wnco.com](mailto:WARNsupport@wnco.com).

Sincerely,



Julie Weber

**Julie Weber**  
Vice President & Chief People Officer  
People Department



LAW OFFICES OF  
**PAUL W. KING, LLC**  
THE HAMMONS TOWER  
901 ST. LOUIS STREET, SUITE 1501  
SPRINGFIELD, MISSOURI 65806-2563

PAUL W. KING

JEREMY C. WELKER  
ROBERT C. FINLEY  
PARALEGALS

TELEPHONE (417) 862-6100  
FACSIMILE (417) 862-3200

**FACSIMILE COVER SHEET**

**DATE:** February 22, 2021

**TO:** Ms. Lisa Marshall  
WARN Coordinator  
Missouri Department of Higher  
Education & Workforce  
Development  
Office of Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

**FAX NO.:**

**FROM:**

**FAX NO.:**

**NUMBER OF PAGES (INCLUDING THIS COVER SHEET):** 3

**PLEASE DELIVER THIS FACSIMILE TRANSMISSION TO THE ABOVE ADDRESSEE AS SOON AS POSSIBLE.**

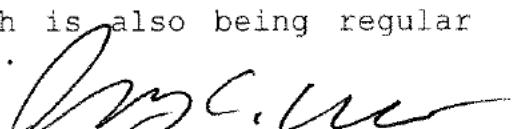
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**If you are not the intended recipient: you are NOT authorized by the undersigned to read the message and/or any accompanying documentation that follows; the undersigned has NOT thereby waived any attorney-client privilege that attaches to said information; and you are hereby notified that any disclosure, copying, distribution, or the taking of any action in reliance on the contents of this telecopied information is strictly prohibited.**

**If you have received this telecopy transmission in error, please immediately notify us by telephone to arrange for the return of the original document(s) to us.**

**RE:** Leo Journagan Construction Company, Inc.

**MESSAGE:** Please see the attached, which is also being regular mailed to you today. Thank you.

  
Jeremy C. Welker  
Paralegal

**IF YOU DID NOT RECEIVE ALL OF THE PAGES IN GOOD CONDITION, PLEASE ADVISE MY SECRETARY AT YOUR EARLIEST CONVENIENCE.**

# JOURNAGAN Construction / Aggregates

3003 E. Chestnut Expressway, Suite 1200 Springfield, MO 65802 417-869-7222 • FAX 417-869-7421

*An Equal Opportunity Employer*

February 22, 2021

Ms. Lisa Marshall  
WARN Coordinator  
Missouri Department of Higher  
Education & Workforce  
Development  
Office of Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Dr. Charisse Childers  
Division of Workforce Services  
P.O. Box 2981  
Little Rock, AR 72203

Mr. Robert Hathaway  
County Judge  
Boone County, Arkansas  
100 North Main, Suite 300  
Harrison, AR 72601

Mr. Ralph Phillips  
Presiding Commissioner  
Christian County Commission  
100 West Church St., Room 100  
Ozark, MO 65721

Mr. Lance Stillings  
Presiding Commissioner  
Douglas County Commission  
203 SE 2<sup>nd</sup> Ave.  
P.O. Box 398  
Ava, MO 65608-0398

Mr. Bob Dixon  
Presiding Commissioner  
Greene County Commission  
1443 N. Robberson Ave.,  
10<sup>th</sup> Floor  
Springfield, MO 65802

Mr. Johnnie Turner  
Presiding Commissioner  
Ozark County Commission  
P.O. Box 247  
Gainesville, MO 65655-0247

Mr. Mark Maples  
Presiding Commissioner  
Stone County Commission  
108 E. 4<sup>th</sup> Street  
P.O. Box 19  
Galena, MO 65656

Mr. Mike Scofield  
Presiding Commissioner  
Taney County Commission  
132 David Street  
P.O. Box 1086  
Forsyth, MO 65653

Mr. Burrely Loftin  
Mayor  
City of Ava, Missouri  
P.O. Box 967  
Ava, MO 65608

Ms. Gail Reich  
Mayor  
City of Gainesville, Missouri  
P.O. Box 355  
Gainesville, MO 65655

Mr. David G. Tate  
Mayor  
City of Hollister, Missouri  
312 Esplanade Street  
P.O. Box 638  
Hollister, MO 65673

Mr. Leslie King  
Mayor  
City of Omaha, Arkansas  
P.O. Box 249  
Omaha, AR 72662

Mr. Rick Gardner  
Mayor  
City of Ozark, Missouri  
205 N. 1<sup>st</sup> Street  
P.O. Box 295  
Ozark, MO 65721

Mr. Steve Rogers  
Mayor  
City of Reeds Spring, Missouri  
22597 Main Street  
P.O. Box 171  
Reeds Spring, MO 65737

Ms. Jenni Davis  
Mayor  
City of Sparta, Missouri  
200 North Avenue  
P.O. Box 246  
Sparta, MO 65753

Mr. Ken McClure  
Mayor  
City of Springfield, Missouri  
Busch Municipal Building  
840 Boonville Avenue  
Springfield, MO 65802

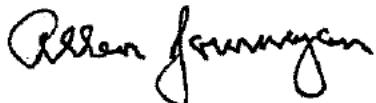
RE: Notice of Sale of Assets and Permanent Closure  
Leo Journagan Construction Company, Inc.

*“Paving the way in the Ozarks”*

Dear Ms. Marshall, Dr. Childers, Judge Hathaway, Commissioner Phillips, Commissioner Stillings, Commissioner Dixon, Commissioner Turner, Commissioner Maples, Commissioner Scofield, Mayor Loftin, Mayor Reich, Mayor Tate, Mayor King, Mayor Gardner, Mayor Rogers, Mayor Davis, and Mayor McClure:

Following up on my original notification letter of December 22, 2020, due to the inclement winter weather we experienced last week which prevented the finalization of all necessary transfers of our job contracts, as well as additional needed finalization of schedules to the Asset Purchase Agreement (“APA”) between Capital Holding Group, Inc. (“CHG”) and Leo Journagan Construction Company, Inc. (“Company”), the implementation of the APA has been rescheduled to on March 5, 2021. Consequently, the Company’s business operations will now end, all of its business locations will close, and all of its employees will be terminated on the new implementation date of March 5, 2021.

Sincerely,



Allen Journagan  
President and CEO

# JOURNAGAN Construction / Aggregates

3003 E. Chestnut Expressway, Suite 1200 Springfield, MO 65802 417-869-7222 • FAX 417-869-7421

*An Equal Opportunity Employer*

December 22, 2020

✓ Ms. Lisa Marshall  
WARN Coordinator  
Missouri Department of Higher  
Education & Workforce  
Development  
Office of Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

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Division of Workforce Services  
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Mayor  
City of Ozark, Missouri  
205 N. 1<sup>st</sup> Street  
P.O. Box 295  
Ozark, MO 65721

Mr. Steve Rogers  
Mayor  
City of Reeds Spring, Missouri  
22597 Main Street  
P.O. Box 171  
Reeds Spring, MO 65737

Ms. Jenni Davis  
Mayor  
City of Sparta, Missouri  
200 North Avenue  
P.O. Box 246  
Sparta, MO 65753

Mr. Ken McClure  
Mayor  
City of Springfield, Missouri  
Busch Municipal Building  
840 Boonville Avenue  
Springfield, MO 65802

RE: Notice of Sale of Assets and Permanent Closure  
Leo Journagan Construction Company, Inc.

*“Paving the way in the Ozarks”*

Dear Ms. Marshall, Dr. Childers, Judge Hathaway, Commissioner Phillips, Commissioner Stillings, Commissioner Dixon, Commissioner Turner, Commissioner Maples, Commissioner Scofield, Mayor Loftin, Mayor Reich, Mayor Tate, Mayor King, Mayor Gardner, Mayor Rogers, Mayor Davis, and Mayor McClure:

Capital Holdings Group, Inc. (“CHG”) and Leo Journagan Construction Company, Inc. (“Company”) have entered into an Asset Purchase Agreement (“APA”), which is anticipated will be implemented on or about February 28, 2021. The Company’s business operations will end on the implementation date.

The Company’s current business operations and their addresses are:

**Main Office**

3003 E. Chestnut Expressway,  
Suite #1200  
Springfield, MO 65802-2590

**Hollister Sales Office**

713 Cedar Valley Road  
Hollister, MO 65672

**Kearney Yard Maintenance Facility**

3659 E. Kearney St.  
Springfield, MO 65803

**Safety Training Facility**

269 Brookfield  
Ozark, MO 65721

**Testing Lab Facility**

512 E. County Line  
Ozark, MO 65721

**Owned Quarries**

Ava  
Route 4 Box 1330  
Ava, MO 65608

Gainesville  
17105 U.S. Hwy. 160  
HC1 Box 69  
Gainesville, MO 65655

Hollister North  
HCR 2 Box 1039  
586 Quarry Rd.  
Hollister, MO 65672

Hollister South  
719 Cedar Valley Rd.  
Hollister, MO 65672

McCracken  
Rt. 1, Box 481  
Sparta, MO 65753

Omaha  
12615 Tower Road  
Omaha, AR 72662

Ozark  
1506 Farmers Branch Rd.  
Ozark, MO 65721

The names, job titles, and working locations of the employees affected are as follows:

Non-Union Employees

(See attached list)

Union-Represented Employees

(See attached list)

Anticipated employee separations are currently expected to be on the implementation date of the APA, on or about February 28, 2021.

The names, addresses, and telephone numbers of the current designated representatives of the Company's union-represented employees are as follows:

Reginald L. Thomas  
President  
Western Missouri & Kansas Laborers  
District Council  
4731 S. Cochise, Suite #114  
Independence, MO 64055  
  
Telephone: (816) 985-4660

Jason Mendenhall  
President & Business Manager  
Heavy Construction Laborers'  
Local Union No. 663,  
Affiliated with the AFL-CIO  
7820 Prospect Ave.  
Kansas City, MO 64132  
  
Telephone: (816) 444-0062

Mike Shuey  
President and Business  
Representative  
Local Union No. 101, Hoisting and  
Portable, International Union of  
Operating Engineers, AFL-CIO  
6601 Winchester Ave., Suite 280  
Kansas City, MO 64133

Telephone: (816) 737-8600

Daniel W. Avelyn  
President  
Teamsters Joint Council No. 56  
4501 Emanuel Cleaver II Blvd.  
Kansas City, MO 64130-2368

Telephone: (816) 924-1650

Tim McPhail  
President  
Teamsters Local Union No. 245  
1850 E. Division  
Springfield, MO 65803

Telephone: (417) 866-7206

The names, addresses, and telephone numbers of the chief elected officer of each international union are:

Terry O'Sullivan  
General President  
Laborers' International Union of  
North America  
905 16<sup>th</sup> Street, Northwest  
Washington, D.C. 20006

Telephone: (202) 737-8320

James T. Callahan  
General President  
International Union of Operating  
Engineers  
1125 17<sup>th</sup> Street, NW  
Washington, D.C. 20036

Telephone: (202) 429-9100

James P. Hoffa  
General President  
International Brotherhood of  
Teamsters  
25 Louisiana Avenue, N.W.  
Washington, D.C. 20001

Telephone: (202) 624-6800

If you have any questions about this notice, you may contact me at the following address and telephone number:

Attachments (Non-Union Employees and Union-Represented Employees Lists)

Non-Union Employees

<u>Job Title</u>	<u>Location</u>
Mechanic	Yard
Dump Truck Driver	Ozark
Dump Truck Driver	Ozark
Ozark quarry scalemaster	Ozark
Logistics/purchase order asst	Main Office
Hollister quarry scalemaster	Hollister
Controller	Main Office
Dump Truck Driver	Ozark
Dump Truck Driver	Ozark
Contract administrative asst	Main Office
Quarry support	Ozark
Ozark quarry manager	Ozark
Payroll	Main Office
Dump Truck Driver	Ozark
Corp office receptionist	Main Office
Hollister quarry manager	Hollister
Corp board asst secretary	Main Office
Accountant	Main Office
CFO	Main Office
Testing crew	Testing
Logistics/haul coordinator	Main Office
Quarry support	Ozark
VP/Paving	Main Office
Testing crew supervisor	Testing
Testing crew	Testing
Dump Truck Driver	Ozark
VP/Administration	Main Office
Testing crew	Testing
Estimator	Main Office

## Union-Represented Employees

### Laborers

<u>Job Title</u>	<u>Location</u>
Laborer	Field
Laborer	Ozark
Laborer	Field
Laborer	Main Office
Laborer	Field
Laborer	Testing
Laborer	Field
Laborer	Field
Laborer	Field

### Operating Engineers

<u>Job Title</u>	<u>Location</u>
Operator	Yard
Operator	Field
Operator	Ozark
Operator	Field
Operator	Field
Operator	Hollister South
Operator	Ozark
Operator	Ozark
Operator	Hollister South
Operator	Field
Operator	Ozark
Operator	Ozark
Operator	Ozark
Operator	Field
Operator	Field
Operator	Field
Operator	Yard
Operator	Ozark
Operator	Yard
Operator	Ozark
Operator	Field
Operator	Ozark
Operator	Ozark
Operator	Field
Operator	Field
Operator	Ozark
Operator	Ozark
Operator	Field
Operator	Field
Operator	Hollister South
Operator	Field
Operator	Field
Operator	Ozark
Operator	Ozark
Operator	Field
Operator	Main Office
Operator	Field
Operator	Ozark
Operator	Field
Operator	Yard

Operator	Field
Operator	Field
Operator	Ozark
Operator	Field
Operator	Yard
Operator	Field
Operator	Ozark
Operator	Ozark
Operator	Field
Operator	Field

**Teamsters**

<b><u>Job Title</u></b>	<b><u>Location</u></b>
Teamster	Ozark



Via overnight mail and email

December 21, 2020

WARN Coordinator

Missouri Department of Higher Education and Workforce Development  
Office of Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102  
[ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)

Dear Sir or Madam,

This letter is being issued in accordance with the Missouri Worker Adjustment and Retraining Notification Act (WARN) in order to notify you that CEVA Logistics, located at 405 S. Leonard St., Liberty, MO 64068 has been notified by their customer that the contracted business for Small Lot operations at the above addressed facility will be taken back by the customer. This decision by the customer will result in CEVA Logistics terminating the employment of up to 74 employees at this facility that supported the operations. Attached is a listing and count of positions that will be eliminated. The date of terminations is expected to begin on February 28, 2021, and to be completed by March 14. 2021. These terminations will be permanent.

The reduction is the direct result of the loss of contract to provide logistic services with our customer.

On December 18, 2020, CEVA Logistics sent all affected employees required notices via first class mail and/or hand delivery. A sample copy of the Notice provided to affected employees is attached hereto. On December 21, 2020, CEVA also sent the required notice to the honorable Lyndell Brenton, Mayor of Liberty, MO. Bumping rights do not exist. Up to 63 of the affected employees are represented by the United Auto Workers Local 710. The contact for the union is:

The local company rapid response point-of-contact is Michael Carey, Human Resources Manager (816) 749-5258. The undersigned has the authority to bind CEVA and attests that the information provided in this Notice are true and correct to the best of my knowledge.

Sincerely,

A handwritten signature in black ink, appearing to read "michael".

Michael Carey  
Human Resources Manager, East Region



## Attachment A

Job Title	Employees Affected
Material Handler/Operator I *	56
Commercial Driver II *	7
Inventory Control Analyst	2
Supply Chain Operations Specialist II	4
Operations Manager	2
<b>Total</b>	<b>71</b>

\*Indicates employees represented by UAW 710



## NOTICE OF LAYOFF TO AFFECTED UNION EMPLOYEES

To: \_\_\_\_\_  
Name of Employee \_\_\_\_\_ Position \_\_\_\_\_

Date: December 18, 2020

CEVA Logistics will experience a reduction in force as a result of the loss of the F-150 Small Lot Operations contract with our customer. This notice, which is issued in compliance with the Worker Adjustment and Retraining Notification (WARN) Act, is to inform you that you may be laid off due to the loss of this business. The purpose of this notice is to provide you with the answers to some questions that you may have regarding your layoff so that you can prepare to locate other employment. The information provided below represents the best information available to the company at the time this notice was issued.

1. Is my layoff going to be permanent or can I expect to be recalled to employment at some time in the future?

*At this time, you should consider your layoff to be permanent.*

2. When will the layoffs begin and when am I likely to be laid off?

*Layoffs will begin February 28, 2021 and will be completed by March 14, 2021.*

3. Who can I contact for further information?

In accordance to the CBA, all layoffs will be conducted in reverse order of seniority. In the event that additional union members leave their job, either voluntarily or for cause, the cutoff seniority date for layoff will change. In the event that your seniority date is no longer affected, CEVA Logistics will advise you as soon as this situation warrants.

If you have further questions or need additional information, you may contact HR at 816-479-5258.

Very truly yours,

A handwritten signature in black ink, appearing to read "michael".

Michael Carey  
Human Resources Manager



December 21, 2020

**VIA OVERNIGHT DELIVERY**

Name  
Position

**RE: Position Elimination**

Dear NAME:

Due to business conditions, your position with CEVA Logistics is being eliminated effective February 28, 2021.

We appreciate your service to CEVA and know that this is a difficult message. We hope you know that you are welcome to apply at CEVA for any openings that may be available. Additional information pertaining to your separation from CEVA is outlined below:

1. **Final Pay and PTO** – Your final paycheck will include regular pay for time worked through February 28, 2021 as well as payment for unused earned PTO time.
2. **Confidential Severance and Release of All Claims** – The Company has offered you a Confidential Severance and Release of Claims ("Severance Agreement"). Please read the Severance Agreement carefully.
3. **Unemployment** – You may also be eligible for unemployment benefits. You should contact a local state employment office for information regarding unemployment insurance claims. CEVA will not contest valid unemployment claims.
4. **Group Health Plans (Medical, Dental and Vision)** – If you currently participate in CEVA's group health plans, you will continue to receive coverage through the last day of the month in which your employment ends. If you would like to continue your health coverage beyond this date you may elect COBRA continuation coverage.

You will receive the following over the next few weeks mailed to your home address:

1. A time-sensitive package outlining your COBRA rights.
2. Options with regard to your 401(k) Plan account, if applicable.
3. Options regarding conversion of your group life insurance coverage.

If you have any questions about your benefits, please contact The Benefits Center at (888) 852-0304.

Again, thank you for your service to CEVA. We wish you the best of luck in your future endeavors.

Sincerely,

A handwritten signature in black ink that appears to read "Michael Carey".

Michael Carey  
Human Resources Manager

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